



Person Specification for the post of Headteacher William Shrewsbury Primary School

Prepared By: The Governing Body and CCLT Trust

Date: April 2023

Listed below are the requirements that the governors consider to be necessary in undertaking the role of Headteacher at William Shrewsbury Primary School.

Attributes	Requirements	Essential/ Desirable	Measurement
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Honours Degree or equivalent • Recent and relevant ongoing CPD • NPQH or further qualification 	Essential Essential Essential Desirable	APP APP APP F/I APP
Experience	<ul style="list-style-type: none"> • Recent and relevant experience as a primary Senior Leader • A proven track record of raising achievement through successful leadership • Working with and engaging the involvement of external partners and the local community • Experience of successful collaboration with other schools 	Essential Essential Desirable Desirable	APP F/I LOA APP F/I LOA APP F/I LOA APP F/I LOA
Knowledge and Understanding	<p>Knowledge and understanding of current issues and best practice including:</p> <ul style="list-style-type: none"> • Safeguarding children and young people • What constitutes a good and outstanding school • Teaching pedagogy and research • The process of strategic planning and school self-evaluation • Ways to communicate and translate a shared vision into practice • Leading the management of change • Application of new technologies to teaching, learning and management • Comparative data and performance indicators to establish benchmarks and set targets for improvements • National policy framework and current educational legislations and initiatives 	Essential Essential Desirable Essential Essential Essential Essential Essential Essential	APP F/I/ LOA ASS APP F/I/ LOA ASS APP F/I/ LOA ASS APP F/I/ LOA ASS APP F/I/ LOA ASS APP F/I/ LOA ASS APP F/I/ LOA ASS APP F/I/ LOA ASS APP F/I/ LOA ASS

<ul style="list-style-type: none"> • The ability to engage parents in supporting children’s learning • The ability to fill the role of lead professional in classroom practice • Commitment to an open, collaborative style of management • Evidence of collaborative working and networking with others, within and beyond the school to build and sustain a learning community • The ability to understand and appreciate the school’s current strengths and the ways in which these might be further developed • The ability to form and maintain appropriate relationships and personal boundaries with young people • The ability to promote a school culture and curriculum which takes into account the richness and diversity of the wider community • Sense of humour, a warm approach and a genuine interest in working with others. 	Essential	APP F/I/ LOA ASS
	Essential	APP F/I/ LOA ASS
	Essential	APP F/I/ LOA ASS
	Essential	APP F/I/ LOA ASS
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	Essential	APP F/I/ LOA ASS
	Essential	APP F/I/ LOA ASS
	Essential	F/I

MEASURED BY KEY:

APP = Application form

LOA = Letter of Application

ASS = Assessment activities

F/I = Formal Interview

In addition to candidates’ ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours and;
- Attitudes to use of authority and maintaining discipline

If a candidate is short-listed any relevant issue arising from references will be taken up at interview. Please be aware that social media checks will be carried out on short-listed candidates.