

PERSON SPECIFICATION

Attributes	Essential	Desirable	How they will be identified
Qualifications	Degree Qualified teacher status	NPQH	Application form
School Culture	Upholds ambitious educational standards in current role Experience of Governance Promotes positive and respectful relationships Aware of safety Understanding of equality and is inclusive on all levels	Has worked in close partnership with Headteacher/Trustees to develop school culture and understands the concept	Application form, letter and interview
Teaching	Good understanding of the expected levels of attainment throughout the primary phase through teaching experience	Varied teaching experience and a willingness to share ideas and practice	Application form, letter and interview

	<p>Proven ability to raise standards of attainment</p> <p>Thorough understanding of the teaching learning and assessment process and the impact of target setting</p>	<p>If no previous Headship experience, Deputy headship of a large school with understanding of how to raise standards of attainment</p>	
Curriculum and Assessment	<p>Able to demonstrate a clear understanding of the importance of a broad balanced curriculum – knowledge, skills and values</p> <p>Valid and proportionate approaches to assessment</p> <p>Thorough understanding of the teaching of initial reading and its development</p>	<p>Has held curriculum responsibility and has track record of improvement across previous school roles</p>	<p>Application form, letter and interview</p>
Behaviour	<p>Proven ability to implement fair, consistent and respectful approaches to managing behaviour</p>	<p>Trained in a STEPs based approach</p>	<p>Application form, letter and interview</p>
Additional and Special needs and disabilities	<p>A clear understanding of the inclusion agenda, with particular reference to the Special Educational Needs Code of Practice and disadvantage</p>	<p>Past SENDCO experience / award</p> <p>Designated Person training</p>	<p>Letter of application / interview</p>
Professional Development	<p>Record of continued professional development and a desire to attain NPQH</p>	<p>Up to date training pertaining to Ofsted expectations</p>	<p>Application Form</p>

Organisation Management	Demonstrate experience and involvement in organisation management	Whole school leadership of: <ul style="list-style-type: none"> • Safeguarding • Financial Planning • Staff deployment / workload • Risk management and mitigation 	Letter of application Interview tasks
Continuous School Improvement	Involvement in leadership of the effective implementation of improvement strategies leading to improvement over time Use of evidence informed strategies	If no previous Headship experience, Deputy headship of a large school with understanding of the cycle of school improvement Reference to evidence informed strategies	Letter of application Interview Tasks
Working in Partnership	Demonstrates ability to establish and sustain effective working relationships with stakeholders	Demonstrates understanding of the importance of ability to establish and sustain effective working relationships with stakeholders	Letter of application Interview tasks
Governance and Accountability	Has a clear understanding of professional responsibilities at all levels and has experience of both being held to account and holding others accountable. Has a clear understanding of statutory duties	Has been active in the Senior leadership of a school and has some experience of holding others to account and reporting clearly to others	Application form, letter of application Interview task
Ethics and Professional Conduct	Proven track record – articulated clearly and supported	Clear track record – articulated clearly and supported with evidence of success in some areas	Application form, letter of application References

In addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

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

Any relevant issues arising from a short-listed candidate's references will be taken up at interview.