



Innsworth Schools' Partnership (Innsworth Infant and Junior Schools) Executive Headteacher - Person Specification

Evidence: A – Application, R – Reference, I – Interview tasks

	Essential	Desirable	Evidence
Qualifications and Training	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree or equivalent • Appropriate and recent professional career development 	<ul style="list-style-type: none"> • Professional Qualification of Headship (NPQH) or other equivalent National Professional Qualification (eg. NPQCL) 	A
Experience	<ul style="list-style-type: none"> • Substantial and successful experience as a leader in a previous Headteacher, Executive Headteacher or Deputy Headteacher role • Experience of working with pupils across the age range including Early Years • Experience of managing a budget effectively • Experience of Inclusion and safeguarding within the primary setting 	<ul style="list-style-type: none"> • Experience of working with military families or other similar communities with high pupil mobility • Experience of collaborative working between schools 	A, R
Personal Qualities	<ul style="list-style-type: none"> • Ability to use a consistent solution-focused approach when supporting staff, children and families to resolve differences • Prioritise and manage time appropriately and be able to work under pressure and to deadlines • Provide an inspiring role model for parents, pupils and staff, creating an environment where all can thrive. • A positive team player with a good sense of humour and a commitment of working in partnership with staff, the Governing Body, other schools and the local community • A commitment to getting the best outcomes for all pupils by providing an engaging and nurturing learning environment • Have high expectations for behaviour across the school. 	<ul style="list-style-type: none"> • Evidence of working with parents and the community as partners in learning 	R, I

Knowledge and Skills	<ul style="list-style-type: none"> • Ability to recognise how to develop a vision based on existing ethos and culture and empower others to carry this vision forward. • Significant prior experience as a safeguarding lead professional with substantial experience working with multi agencies • Evidence of successful implementation of strategies to improve teaching and learning to raise the standards of achievement for all pupils including those with a wide variety of needs • Commitment to inclusion and implement equal opportunities for all. • Maintain high levels of attendance and behaviour and ensure an ethos of challenge and support where pupils can achieve success 		A, I
Leadership and Management	<ul style="list-style-type: none"> • Work in partnership with other schools, sharing effective practice and promoting collaborative working • An able listener and communicator who can articulate ideas and plans clearly and enthusiastically promote the school within the wider community • Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims and to impact directly on standards • To be able to make decisions that take into consideration the impact on staff wellbeing 		A, R, I