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| AldersbrookAldersbrook Primary SchoolEMPLOYEE SPECIFICATION (HEADTEACHER) **When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post.**  **You will be assessed in relation to the *Essential* criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post then all of the criteria will be used for shortlisting. Under the Equality Act, we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the Equality Act we are committed to making reasonable adjustments, wherever possible and it would help us to know your needs in order to do this.** |

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| ***Criteria No*** | ***Attributes*** | ***Criteria*** | ***How Identified*** | ***Rank*** |
| 1 | ***Qualification Requirements*** | Qualified Teacher Status (QTS). | Application Form / Interview / Certification | Essential |
| 2 | Evidence of regular and appropriate professional development of self (preferable the National Professional Qualification for Headship NPHQ) | Application Form / Interview | **Essential** |
| 3 | Evidence of recent effective senior leadership experience across all primary key stages. | Application Form / Interview | **Essential** |

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| **Shaping The Future**  ***Works with governing body and stakeholders to create a shared vision/ strategic plan that inspires pupils, staff and school community and incorporates their values and beliefs to sustain school improvement and progress for the benefit of the pupils.*** | | | | |
| ***Criteria No*** | ***Attributes*** | Criteria | ***How Identified*** | ***Rank*** |
| 4 | ***Experience*** | Demonstrates an ability to develop, communicate and implement a shared vision. | Application Form / Interview | **Essential** |
| 5 | Leading effective change, creativity and innovation. | Application Form / Interview/ | **Essential** |
| 6 | Proven experience of raising standards and levels of achievement. | Application Form / Interview | **Essential** |
| 7 | ***Professional Qualities*** | Inspires, challenges, motivates and empowers others to carry the vision forward. | Application Form / Interview/ | **Essential** |
| 8 | ***Is Committed to:*** | Setting and achieving ambitious, challenging goals and targets. | Application Form / Interview/ | **Essential** |
| 9 | Inclusion, and the ability and right of everyone to achieve their potential. | Application Form / Interview/ | **Essential** |
| Leading Learning and Teaching ***Has central responsibility for raising the quality of learning and teaching and pupils’ achievement, setting high expectations, monitoring/ evaluating effectiveness of learning outcomes*** | | | | |
| 10 | ***Experience*** | Demonstrable evidence of how monitoring and evaluation and school improvement planning have improved outcomes for children. | Application Form / Interview | Essential |
| 11 | ***Knowledge and Experience*** | Strategies for developing effective staff. | Application Form / Interview | **Essential** |
| 12 | ***Knowledge*** | Sound knowledge of current education legislation and frameworks. | Application Form / Interview | **Essential** |
| 13 | ***Experience*** | Using research evidence to inform learning and teaching. | Application Form / Interview | **Essential** |
| 14 | ***Experience*** | Can demonstrate proven strategies for creating a differentiated and targeted learning programme for each child. | Application Form / Interview | **Essential** |
| 15 | ***Professional Qualities*** | Acknowledges excellence and challenges poor performance across the whole school. | Application Form / Interview | **Essential** |
| 16 | ***Professional Qualities*** | Can recognise, articulate and demonstrate effective teaching practice. Must be an outstanding classroom practitioner. | Application Form / Interview | **Essential** |
| 17 | ***Is Committed to:*** | Raising standards for all in the pursuit of excellence and is also committed to the school ethos. | Application Form / Interview | Essential |

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| **Developing Self and Working with Others**  ***Works with and through others, manages relationships and communications effectively. Committed to own continuing professional development (CPD) to deal with complexity and demands of the role. Supports staff to achieve high standards via performance management and CPD.*** | | | | |
| 18 | Experience | Significance of interpersonal relationships, adult learning, and models of continuing professional development to secure improvement. | Application Form / Interview | **Essential** |
| 19 | The relationship between managing performance, continuing professional development and sustained school improvement to achieve the outcomes identified within the school improvement plan. | Application Form / Interview | **Essential** |
| 20 | ***Professional Qualities*** | Develops, empowers and sustains individuals/teams. | Application Form / Interview | **Essential** |
| **Managing the Organisation**  ***Provides effective organisation and management of the school.*** | | | | |
| 21 | Experience | Experience of building capacity across the workforce and ensure resources are deployed to achieve value for money. | Application Form / Interview | **Essential** |
| 22 | ***Professional Qualities*** | Develop and sustain appropriate structures and systems. | Application Form / Interview | **Essential** |
| 23 | Makes professional, managerial and organisational decisions based on informed judgements. | Application Form / Interview | **Essential** |
| **Securing Accountability**  ***Is accountable for ensuring pupils enjoy and benefit from a high quality education. Promotes collective responsibility within the whole school community and contributes to the education service more widely.*** | | | | |
| 24 | Experience | Proven effective experience of using of a range of evidence (including performance data) to support, monitor, evaluate and improve aspects of school life, including challenging poor performance. | Application Form / Interview | **Essential** |
| 25 | ***Professional Qualities*** | Proven effective strategies to engage the school community in systematic and rigorous self- evaluation, to inform the school improvement decisions. | Application Form / Interview | **Essential** |
| 26 | Combines the outcomes of regular school self review with external evaluations in order to continually drive school improvement. | Application Form / Interview | **Essential** |
| **Strengthening Community**  ***Collaborates with other schools to share expertise and bring positive benefits. Works collaboratively at strategic and operational levels with parents and carers across multiple agencies for the well-being of all children.*** | | | | |
| 27 | Experience | Develop and deliver strategic plans in a multi-school collaboration/partnership. | Application Form / Interview | **Desirable** |
| 28 | Experience | Develop and maintain effective relationships with parents, carers, partners and the community that enhances the education of all pupils. | Application Form / Interview | **Essential** |
| **Safeguarding and Promoting the Welfare of Children**  ***Works with the Governing Body to ensure the welfare of children and vulnerable adults. Ensures the welfare of children and vulnerable adults is safeguarded and promoted within the school.*** | | | | |
| 29 | Knowledge | What constitutes a safe and supportive school culture ensuring the welfare of children is safeguarded in line with current best practice. | Application Form / Interview | **Essential** |
| 30 | Professional Qualities | Works with governors and senior colleagues to recruit, deploy, and develop staff effectively in order to ensure the welfare of children and vulnerable adults is safeguarded and promoted in line with current best practice. | Application Form / Interview | **Essential** |
| 31 | Monitors and evaluates existing practices to identify and implement areas for improvement. | Application Form / Interview | **Essential** |
| 32 | Experience | Worked with parents and social care agencies to provide broad pastoral care. | Application Form / Interview | **Essential** |