



**Head teacher  
Person Specification  
2018**

**FREDERICK BIRD PRIMARY SCHOOL**

### Person specification – Headteacher (February 2018)

<b>Criteria</b>	<b>How assessed</b>
<b>Qualifications &amp; training</b> <ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Evidence of continuing professional development, including post-graduate qualification/accreditation</li> <li>• NPQH completed or started/applied for</li> </ul>	<p>APP APP APP</p>
<b>Knowledge, skills &amp; experience</b> <ul style="list-style-type: none"> <li>• Successful experience either as Head teacher or Deputy Head teacher, in the primary phase</li> <li>• Proven experience of raising standards of teaching and learning for all pupils</li> <li>• Previous experience of successful curriculum innovation, including the proven ability to lead the development of an enriched curriculum which reflects and meets the needs of a diverse community</li> <li>• Experience of successfully managing change</li> <li>• Excellent organisational skills</li> <li>• Excellent classroom practitioner, with experience across the primary phase</li> <li>• Understanding of and commitment to the protection and safeguarding of pupils</li> <li>• Proven ability to communicate clearly and effectively; engage with and influence staff, parents, pupils the Governing Body and other partners</li> <li>• Proven ability to provide comprehensive, accessible and professional reports to key stakeholders, including the Governing Body and Local Authority</li> <li>• Successful experience of outward-facing partnership work with other schools and providers</li> <li>• Understanding of strategic financial management</li> <li>• Understanding of the characteristics and needs of an ethnically diverse community</li> <li>• Proven ability to analyse and use data to raise standards</li> </ul>	<p>APP, FI APP, FI  APP, FI   APP, FI APP, FI, ASS  APP, FI  APP, FI, ASS  APP, FI, ASS  APP, FI, ASS  APP, FI, ASS APP, FI, ASS APP, FI, ASS APP, FI, ASS</p>

<b>Personal attributes</b> <ul style="list-style-type: none"> <li>• Able to demonstrate strong leadership skills and the capacity to develop leadership in others</li> <li>• Excellent interpersonal skills, including the ability to gain the confidence and trust of all members of the school community</li> <li>• Able to motivate and empower staff and pupils</li> <li>• Able to encourage the highest standards in all aspects of school life</li> <li>• Able to promote successfully a culture wherein all pupils aspire and achieve</li> </ul>	APP, FI  APP, FI, ASS  APP, FI APP, FI, ASS  APP, FI, ASS
<b>Interest and motivation</b> <ul style="list-style-type: none"> <li>• Commitment to raising standards for all</li> <li>• Commitment to equality of opportunity</li> <li>• Ability and enthusiasm to promote the school's vision, values and achievements</li> <li>• Commitment to securing the school's future at the heart of its community</li> <li>• Commitment to continuing to improve the school's very positive local and national reputation</li> </ul>	APP, FI APP, FI, ASS APP, FI  APP, FI  APP, FI
<b>Personal qualities</b> <ul style="list-style-type: none"> <li>• Open</li> <li>• Trustworthy</li> <li>• Resilient</li> <li>• Professional</li> <li>• Emotionally intelligent</li> <li>• Supportive</li> <li>• Fair</li> <li>• Approachable</li> </ul>	APP, FI APP, FI APP, FI, ASS APP, FI, ASS APP, FI, ASS APP, FI, ASS APP, FI
<b>References</b> <ul style="list-style-type: none"> <li>• Excellent and unequivocal</li> </ul>	

Measured by key:

APP = application form including the letter of application

ASS = assessment activities

FI = formal interview