



HEAD TEACHER PERSON SPECIFICATION

The criteria below will form the basis for the short-listing and interview process, and candidates are requested to respond accordingly.

Qualifications	Essential/ desirable	How this will be assessed
<ol style="list-style-type: none">1. Educated to degree level2. UK Qualified Teacher Status3. National Professional Qualification for Headteachers (NPQH) if not already a Head Teacher*4. A record of recent professional development that prepares for this post.	<p>E E D E</p>	
Experience		
<ol style="list-style-type: none">1. Substantial and proven successful primary teaching experience2. Experience in more than one appropriate key stage3. A track record of substantial and successful leadership and management experience at a senior level.4. Experience of monitoring and evaluating performance and practice5. Experience of staff management, coaching, guiding and mentoring individuals and teams6. Experience of innovation and leadership and management of organisational change/improvement7. Experience of developing and implementing initiatives which have had a positive impact on Equality Diversity and Inclusion8. Experience of managing a budget	<p>E E E E D E</p>	



Professional Knowledge		
1. Extensive knowledge and experience of primary education and the issues and challenges facing the sector	E	
2. A sound understanding of how children learn, how teachers can best teach, and how to raise standards through careful monitoring and target setting.	E	
3. An understanding of strategies for increasing teachers' effectiveness, and securing school improvement.	E	
4. Good knowledge of the primary curriculum, its delivery and assessment	E	
5. High expectations of pupil behaviour and the effective use of behaviour management strategies	E	
Professional Skills		
1. Excellent analytical, problem solving, negotiating and decision making skills	E	
2. The ability to communicate a clear vision for the School and how it will develop over the next five years.	E	
3. The ability to create and implement a strategic school improvement plan, based on effective self-review which identifies priorities and targets, ensuring that all pupils are included, achieve high standards, and make progress	E	
4. The ability to build effective relationships with a wide variety of people - staff, pupils, parents and governors	E	
5. The ability to motivate and enable all staff to carry out their respective roles to the highest standard through performance management and continuing professional development.	E	
6. The ability to provide objective support and advice to the Governing Body, to enable it to meet its responsibilities.	E	
7. The ability to ensure that parents and pupils are well-informed about the curriculum and attainment and progress, and about the contribution they can make to achieving the school's targets for improvement.	E	
8. The ability to take the role of leader, provide clear direction, manage change and enthuse and motivate others	E	
9. The ability to prioritise, evaluate and manage financial and human resources to achieve educational goals	E	
10. Good communication skills, both written and oral	E	



Philosophy and commitment		
1. High expectations and an ambition for excellence	E	
2. A commitment to pupil development and the development of inclusive practice for all members of the school community.	E	
3. A desire to engage and work collaboratively with parents and carers	E	
4. The ability to understand, value and make positive use of the rich social and cultural diversity within the School and the surrounding community.	E	
5. A willingness to make him/herself approachable to all members of the school community, and listen to their opinions and ideas	E	
6. A commitment to collaborative ways of working through a team approach	E	
7. A commitment to continuous professional development for self and other staff	E	
8. A commitment to safeguarding children, and ensuring all members of the school community share that commitment	E	
Personal Qualities		
1. Enthusiasm and a love of learning	E	
2. The drive to take the role of leader, provide clear direction, manage change and enthuse and motivate others to improvement and excellence	E	
3. Good interpersonal skills	E	
4. Good judgement; able to assess and balance risks and opportunities	E	
5. Personal integrity and honesty	E	
6. Persistence, not deflected by obstacles and problems	E	
7. Emotionally resilient; the ability to reflect on own performance and overcome adversity		
8. Ability to perform effectively under pressure	E	

* From January 2012 it is no longer a statutory requirement that all first time Headteachers hold NPQH