



Parklands Primary School
Headteacher Person Specification
Date Effective: September 2018

FACTORS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications and Training	<ul style="list-style-type: none"> Qualified Teacher Status Evidence of continuous professional development including leadership 	<ul style="list-style-type: none"> NPQH Honours Graduate or equivalent Attendance on CPD related to <ol style="list-style-type: none"> Budget Management Pupil Premium SEND 	Application Form
Experience	<ul style="list-style-type: none"> Successful strategic leadership and management experience in post as a Head, Deputy Head, Assistant Head or Acting Head within the Primary Phase Experience of developing and enriching a curriculum Experience of dealing with a range of additional needs Experience of working with parents, governors and the wider community Experience of developing outstanding practice Experience of using assessment data to inform decision making 	<ul style="list-style-type: none"> Worked in schools that include all three phases Experience of serving on a Governing Body Experience of working effectively with external partners 	Application Form Interview
Leadership Qualities	<ul style="list-style-type: none"> Knowledge of current educational developments and their implications for leading schools Proven track record of the ability to raise the academic and personal achievement of all pupils The ability to set, communicate and encourage high expectations for all members of the school community Knowledge of self-evaluation processes Involvement in School Improvement Planning Clarity of vision Ability to manage all the stakeholders of the school effectively Effective decision maker with good judgement on when to modify and when to maintain a decision 	<ul style="list-style-type: none"> Relevant experience of personnel issues and performance management Experience of managing change within a school 	Application Form References Interview
Personal Qualities	<ul style="list-style-type: none"> Excellent interpersonal and communication skills, both oral and written Ability to create, develop and lead a high performance team Caring and understanding approach Present a good role model for pupils and staff Adaptable, versatile "can do" approach Ability to manage all the stakeholders of the school effectively Stamina and optimism for the long term future of the school 		Application Form References Interview
Safeguarding	<ul style="list-style-type: none"> Knowledge of all statutory and advisory duties regarding safeguarding Knowledge of professional duties as specified in Teachers Pay and Conditions 2008 		Interview This post is subject to a satisfactory enhanced DBS check