



	COMPETENCIES, KNOWLEDGE, QUALIFICATIONS	Judged from Application	Judged at interview
QUALIFICATIONS AND CPD RECORD	Essential: <ul style="list-style-type: none"> ✓ qualified teacher status and first degree (or equivalent, e.g. Cert Ed) ✓ record of CPD relevant to Headship Desirable <ul style="list-style-type: none"> ✓ higher degree relevant to Headship ✓ NPQH ✓ CPD record includes substantial relevant achievement 	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
EMPLOYMENT RECORD	Essential: <ul style="list-style-type: none"> ✓ successful track record of leadership in the primary sector in England 	<input checked="" type="checkbox"/>	
PERSONAL EFFECTIVENESS	<ul style="list-style-type: none"> ✓ stable and supportive, has stamina, energy, drive and confidence ✓ capacity for personal development ✓ ability to identify and grapple with priority issues and be adaptable and responsive to circumstances ✓ consistency of judgement and inner integrity 		<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
LEADERSHIP AND MANAGEMENT OF PUPIL ACHIEVEMENT, PROGRESS AND SAFETY	<ul style="list-style-type: none"> ✓ concerned about individual pupil needs ✓ regards personal safety and achievement for each individual as the highest of priorities ✓ ability to inspire high levels of performance in pupils ✓ the ability to analyse the complex issues relating to pupils' attainment and progress and develop effective and creative responses ✓ successful track record in managing the monitoring and evaluation of pupil progress, translating this into detailed plans with specific measurable targets 	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
LEADING AND MANAGING STAFF	<ul style="list-style-type: none"> ✓ high-level understanding and implementation of management structures and systems, with appropriate delegation, monitoring and enforcement of accountability ✓ able to inspire and maintain high morale, address problems and resolve conflict by applying skills of arbitration and reconciliation in the context of persistently pursuing accountability ✓ positive and approachable with a commitment to equal opportunities and high achievement 		<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
LEADERSHIP AND MANAGEMENT OF CURRICULUM	<ul style="list-style-type: none"> ✓ depth of knowledge of the National Curriculum and sound experience of curriculum delivery, monitoring and assessment ✓ the ability to analyse complex curriculum issues and develop effective and creative responses ✓ In-depth knowledge and understanding of current curriculum thinking, which informs school priorities and developments, and against which the school's progress can be mapped ✓ a vision for the 21st Century curriculum provision 	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>



CROMWELL ACADEMY: Recruitment of HEADTEACHER PERSON SPECIFICATION

MANAGING RESOURCES	<ul style="list-style-type: none"> ✓ a vision for a 21st Century learning environment ✓ an understanding of resource allocation and its impact on budget outcomes 		<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
STAKEHOLDERS AND THE LOCAL COMMUNITY	<ul style="list-style-type: none"> ✓ effective communication with staff, parents, pupils and governors and is sensitive to the school's role within the community ✓ ability to establish effective links with the community ✓ Evidence of the ability to engage with a wide variety of stakeholders 		<input checked="" type="checkbox"/>
ACCOUNTABILITY AND GOVERNANCE	<ul style="list-style-type: none"> ✓ successful school development planning, and a strong track record of implementing and managing the delivery of sustained improvements 	<input checked="" type="checkbox"/>	
TEACHING	<ul style="list-style-type: none"> ✓ substantial successful teaching experience 	<input checked="" type="checkbox"/>	

The interview panel will take account of your written and verbal responses against the specification laid out above and be mindful of the ***National Standards for Headteachers*** in coming to their decision.