



|  |
| --- |
| **Headteacher Person Specification** |
| Selection CriteriaThe person specification below shows the key abilities and skills we are looking for in our new Headteacher. The selection panel will shortlist candidates on the basis of how well they meet these requirements. We are looking for candidates who can demonstrate evidenceof having applied (or, where appropriate, awareness of how to apply) this specified knowledge and understanding in a school context. |  |  |  |
| Qualifications | Qualified teacher status. | E |  |  |
| NPQH or further professional qualification. | D |  |  |
| Experience |  Successful experience as a Deputy Head or Headteacher. | D |  |  |
|  Successful teaching experience of the age range served by the school. | E |  |  |
| Experience of working in a multi-cultural setting. | D |  |  |
| StrategicDirection and Development of the School |  |  |  |  |
|  Evidence of providing clear educational vision and direction and leading by example. | E |  |  |
| Evidence of formulating aims, policies and plans and of monitoring, evaluating and reviewing the impact of these. | E |  |  |
|  Successful experience of working in partnership with the Governing Body. | E |  |  |
|  Evidence of introducing effective strategies for improvement. | E |  |  |
| Up-to-date knowledge of current educational developments. | E |  |  |
|  Evidence of working in partnership with other schools to share strengths and support development | E |  |  |
| Leading andManaging Staff |  Ability to lead, manage and motivate the whole school community. | E |  |  |
| Ability to plan, allocate, delegate, support and evaluate work undertaken by groups, teams | E |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | and individuals. |  |  |  |
|  Successful experience of consulting with stakeholders. | E |  |  |
|  Experience of consulting and negotiating effectively with different stakeholders involved with the school, including pupils. | E |  |  |
|  Ability to coach and mentor staff to improve performance | E |  |  |
| Standards |  Evidence of raising standards across a primary school, including for individuals and groups of pupils | E |  |  |
|  Evidence of collecting, analysing and using data on pupils’ progress and performance to raise standards, using appropriate systems including ICT. | E |  |  |
|  |  |  |  |  |
|  Evidence of setting and achieving challenging targets for the school, subjects, teachers and pupils. | E |  |  |
| Teaching andLearning |  Understanding of the principles of effective teaching and learning, and the ability to promote a culture of learning throughout the school. | E |  |  |
|  Evidence of successfully engaging children through an exciting and innovative curriculum. | E |  |  |
|  Evidence of successful use of assessment to improve outcomes for children. | E |  |  |
|  Successful experience of monitoring, evaluating and improving the quality of teaching and learning. | E |  |  |
|  Successful experience of promoting the personal, social, moral, cultural and spiritual development of pupils. | E |  |  |
| Ethos andInclusion |  Ability to create and maintain an environment, which promotes good behaviour, discipline and celebrates success. | E |  |  |
|  Experience of implementing appropriate strategies for reducing inequalities and promoting social inclusion. | E |  |  |
| Relationship withParents and theWider Community |  Successful experience of creating and maintaining effective partnerships with parents and the community, to enhance pupils’ learning. | E |  |  |



|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Deployment ofStaff andResources |  Ability to set, interpret, monitor and manage a budget. | E |  |  |
|  Ability to manage, monitor and review the use of all available resources, ensuring best value. | E |  |  |
|  Experience of recruiting, selecting and deploying staff to achieve improved outcomes for children. | E |  |  |
| Safeguarding andInclusion | Thorough knowledge of safeguardinglegislation and safer working practices. | E |  |  |
|  Evidence of promoting the welfare and safeguarding of children. | E |  |  |
|  Evidence of promoting an inclusive environment for all pupils. | E |  |  |
| Other Skills andAbilities |  Ability to manage time well and to work under pressure to deadlines. | E |  |  |
| Ability to form and maintain appropriateprofessional relationships. | E |  |  |
|  Effective interpersonal, communication and presentation skills; both written and oral. | E |  |  |
|  Resilience, flexibility and ability to retain a sense of perspective. | E |  |  |