



## Headteacher Person Specification

Attributes	Method of Testing
<b>Qualifications and Experience</b>	
1. Qualified Teacher Status	Application Form
2. NPQH (if not exempt by previous experience)	Application Form
3. Experience as Headteacher or a senior leader (Deputy or Assistant Headteacher)	Application Form
4. An understanding of working in a school like Liden Primary and Nursery School	Application Form
5. Proven experience of successful class teaching within the Primary range	Application Form
6. Proven success of having engaged with the community to raise achievement	Application Form
7. Recent professional development that prepares the applicant for the post	Application Form
<b>Strategic Direction and Shaping the Future</b>	
1. Excellent strategic thinking	Application Form/Interview/Reference
2. Able to articulate a clear vision for education 2 – 11	Application Form/Interview
3. Able to empower others to carry the vision forward	Interview/Reference
4. Understanding of the current vision and an ability to build upon it	Application Form/Interview
5. Good understanding of current educational context and future developments	Application Form/Interview
<b>Leadership</b>	
1. A proven record of excellent leadership in an educational setting	Application Form/Reference
2. Ability to lead by example to promote the vision and values of the setting to children, staff, parents and governors	Application Form/Interview/Reference
3. Enthusiasm for the challenge of leading Liden Primary and Nursery School	Application Form/Interview
4. Excellent communication skills (written and oral)	Application Form/Interview
5. Demonstrates high expectations of self and others	Application Form/Interview/Reference
6. Ability to motivate and inspire staff and celebrate success	Application Form/Interview/Reference
<b>Leading Learning and Teaching</b>	
1. Communicates a passion for learning and an ability to raise standards	Application Form/Interview
2. An understanding and experience of what constitutes outstanding learning and teaching in a 5-11 context	Application Form/Interview/Reference
3. Good understanding and experience of the use of data, benchmarks and feedback to monitor progress in children's learning and to hold staff teams and individuals to account	Interview
4. Successful experience and understanding of managing children's behaviour consistently and engaging them effectively in their learning	Application Form/Interview
5. Demonstrates a commitment to continuous learning for the whole community	Application Form/Interview
<b>Developing Self and Working with Others</b>	
1. Ability to encourage and empower others	Application Form/Interview
2. Sensitive to the wellbeing of self and others	Interview
3. Able to give and receive effective feedback to improve performance	Interview
4. Experience of recruiting, managing and developing staff	Application Form
5. Experience of carrying out staff performance reviews and acting on any issues that have arisen	Application Form



<b>Managing the Organisation</b>	
1. An appropriate understanding of financial and human resources to achieve success for the children of Liden Primary and Nursery Primary School	Application Form/Interview
2. Effective use of technology for communication and monitoring	Application Form/Interview
3. Confidence and ability to make difficult decisions	Interview
4. Demonstrates excellent attention to detail and understands the big picture of improvement	Application Form/Interview
5. Excellent leader and manager of people	Application Form/Interview/Reference
6. Ability to prioritise and work to deadlines and timescales	Application Form/Interview
7. Ability to secure a safe working environment for children and staff	Application Form/Interview
8. Understanding of relevant strategies for performance improvement	Application Form/Interview
9. Able to delegate effectively	Application Form/Interview
<b>Securing Accountability</b>	
1. A good practical understanding of the principles and practice of rigorous self evaluation of the school, including effective strategic planning	Application Form/Interview
2. A good practical understanding of strategies for securing accountability for the learning and personal development of the children at all levels throughout the school	Application Form/Interview
3. Able to engage the whole school in systematic and rigorous self evaluation	Application Form/Interview
4. Good understanding of the relative roles and responsibilities of the management of the school and the Governing Body	Application Form/Interview
5. Able to maintain effective communication strategies with the Governing Body to ensure governors are provided with the information they need to meet their responsibilities	Application Form/Interview
<b>Strengthening the Community</b>	
1. An active commitment to securing equality of opportunity throughout the school	Application Form/Interview
2. An up-to-date understanding of strategies for improving community involvement	Application Form/Interview
3. Maintain strong relationships with children, staff and parents, including effective use of Pupil Voice	Interview
4. Able to assess, recognise and utilise staff strengths	Application Form/Interview
5. Build and maintain a high performing team	
6. Committed to being approachable to our parents and involving them in the education of their children	Interview
7. Able to draw on the richness and diversity of the community served by the school to enhance the learning of the children	Interview
<b>Personal Attributes</b>	
1. A professional presence, resilience and a sense of humour	Interview/Reference
2. Optimistic with a vision for the future	Interview
3. Approachable	Interview
4. Ambitious for the children, staff and school community	Application Form/Interview/Reference
5. Inspirational	Application Form/Interview/Reference

The qualities and experience listed above will be explored as part of the whole appointment process. The methods of testing are given as a guide as to where governors may seek to find the evidence of the applicants' suitability.