



## 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.