

Head of School Person Specification

Person Specification	Head of School
Location	Springfield Primary School

Selection Criteria	Essential	Desirable
Education & Qualifications		
Honours degree or equivalent	E	
Qualified teacher status	E	
Evidence of commitment to professional development	E	
Evidence of further professional study		D
Management and Leadership Training		D
Professional Experience & Knowledge		
Successful previous experience as a Deputy head teacher or senior leader	E	
Successful previous experience as a classroom practitioner in EYFS, key stage 1 and key stage 2	E	
Successful previous experience of raising standards with measurable outcomes	E	
Successful previous experience of supporting other members of staff to improve the quality of teaching, learning and assessment	E	
Experience of working with a wide range of agencies to develop a full range of community support		D
Skills		
Demonstrate an ambitious vision for the school empowering all pupils and staff to excel	E	
Demonstrate leadership that has decisive impact on the quality of teaching and pupil's achievements	E	
Lead by example - with integrity, creativity, resilience, and clarity	E	
Demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils and staff, and towards parents, governors and members of the local community	E	
Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes	E	



Springfield
Primary



challenger
multi-academy
trust

Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being	E	
Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society	E	
Create an outward-facing school which works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.	E	
Personal Skills and Attitudes		
Positive, enthusiastic and highly motivated	E	
Ability to organise work, prioritise tasks, make decisions and manage time effectively	E	
Integrity, commitment, enthusiasm, energy to persevere and succeed	E	
Suitability To Work With Young Children		
Candidates must be able to undergo successful checks in line with standards for 'Safeguarding Children and Safer Recruitment in Education'. Appropriate and relevant references will be checked	E	

