

Head Teacher Person Specification

Your application will be judged on its direct relevance to the following person specification; it will be judged, too, on the quality of its content and on its presentation.

Essential	Desirable	Measured
Education and Qualifications <ul style="list-style-type: none"> Degree and Qualified Teacher Status currently on Leadership Scale Evidence of recent and relevant personal professional development 	<ul style="list-style-type: none"> Evidence of further degree/post graduate study / wider relevant experience 	Application
Experience <ul style="list-style-type: none"> At least 5 years' experience of successful classroom teaching Currently a highly regarded Headteacher, Deputy Head, Assistant Head, Head of School or equivalent Experience of leading curriculum areas and initiatives Management experience of inclusion & SEND provision in a primary school setting 	<ul style="list-style-type: none"> Experience of using assessment data to inform decision making Experience of school development planning, writing, delivering, monitoring Clear understanding of the SEND Code of Practice and proven experience in overcoming barriers to learning. 	Application Interview process Reference
Leadership / Management / Learning <ul style="list-style-type: none"> A creative and innovative management style, able to find creative solutions Strong analytical ability – able to analyse data and use to inform planning A strategic thinker, able to focus on 'the big picture' and include knowledge of current educational developments Able to lead, motivate, support and challenge in order to raise standards 	<ul style="list-style-type: none"> Experience of successful innovation or leading whole-school initiatives/managing change Evidence of a strategic approach to assessment for learning/ personalisation Evidence of a strategic approach to CPD for whole staff/team/group 	Application Interview process Presentation Reference

Essential	Desirable	Measured
<ul style="list-style-type: none"> • A commitment to the wellbeing of pupils and staff and their worklife balance • Able to articulate theories of teaching and learning, to give strong feedback on classroom performance • Ability to consult & negotiate effectively with different stakeholders involved with the school, including pupils and parents • Ability to set and achieve challenging targets for the school, teachers and pupils • Experience of recruiting, selecting and deploying staff • Manage the efficient & effective day to day running of the school to ensure a safe and secure environment 	<ul style="list-style-type: none"> • Experience of working in a diverse multi-cultural setting • Experience of an OfSTED inspection at leadership level • Participation in collaborative partnerships with other schools and organisation • A commitment to promoting and marketing a school 	
Skills <ul style="list-style-type: none"> • An outstanding classroom teacher with the ability to make and articulate critical evaluation • Excellent inter-personal skills, able to listen and communicate effectively • Effective decision maker with good judgement on when to modify and when to maintain a position • Ability to take the initiative, empower individuals and build strong teams • Excellent time management, organisational and delegation skills • Ability to set, interpret, monitor & manage a budget • Proactive attitude to ICT both to support the curriculum and as a communication and management tool • Ability to maintain an environment which presents good behaviour, discipline & celebrates success 	<ul style="list-style-type: none"> • Involvement in presenting CPD training or in performance monitoring • Experience of working successfully with groups such as governors/ PTA / extended schools group, fundraisers and community project groups • Experience of working with other professional agencies, learning networks and partnerships • Experience of managing building projects • Experience of managing, monitoring & revising services & resources to achieve best value • Experience of managing challenging behaviour 	Interview process Reference

Essential	Desirable	Measured
Safeguarding Children <ul style="list-style-type: none"> • Current safeguarding training • Enhanced DBS clearance • Ability to demonstrate commitment to safeguarding and promoting the welfare of children • Evidence of actively maintaining a safe and well-ordered school environment 	<ul style="list-style-type: none"> • Current 'Safer Recruitment' training 	
Attributes and Values <ul style="list-style-type: none"> • Personal qualities of commitment, integrity, flexibility and enthusiasm • To champion the promotion of personal, social, moral, cultural and spiritual development of pupils • Open and approachable with a vision that inspires others • Able to demonstrate good humour, adaptability and empathy • A robust disposition that shows energy and resilience alongside warmth and tolerance 	<ul style="list-style-type: none"> • Able to show creativity and excitement about the curriculum and its possibilities for enhancing learning • A good judge of character, able to distinguish between a genuine problem and a lack of commitment 	Interview process Presentation Reference

Hawthorn Tree School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check and medical report.