

Principal Person Specification

Salary	Group 3 - £60,733 - £67,963 (L19 – L24)	Governors are seeking to appoint an inspirational and nurturing leader, dedicated to continuing to drive the school forward whilst maintaining the caring culture which is at the heart of the school.		
		Essential	Desirable	Assessed
Leadership and Management				
Ability to Safeguard children by promoting an open culture in the school, knowledge of current statutory regulation and best practice		✓		A, I
An ability to put children's learning and welfare at the centre of the school's work by creating an ethos of respect and transparency		✓		A, I
Evidence of understanding how to inspire, lead and manage improvement through change		✓		A, I
Evidence of being able to promote positive behaviour and discipline		✓		A, I
Evidence of monitoring and evaluating performance. The ability to use appropriate data in order to raise achievement		✓		A, I
Understand how to work effectively with SLT and Governing Body		✓		A, I
Understand and be able to manage the complexities involved in leading a larger than average school team		✓		A, I
The ability to understand strategic financial management and funding			✓	A, I
Experience of managing school budget			✓	A, I
Excellent communication skills		✓		A, I
Possession of energy, vision, motivation and enthusiasm		✓		A, I
Approachable and accessible to pupils, staff, parents, governors and the community		✓		A, I
Professional Knowledge				
Understand and meeting the needs of vulnerable groups in order to narrow the attainment gap		✓		A, I
A track record in creating opportunities for all children to excel		✓		A, I
Understanding of use of new technologies to enhance learning and parental communication			✓	A, I
Have a clear set of core beliefs that closely align to the schools		✓		A, I
Up to date knowledge of learning and curriculum at Foundation Stage and Key Stages 1 and 2		✓		A, I
Previous Experience				
Previous leadership experience in managing significant improvements in a primary setting		✓		A, I
Previous experience and excellence in classroom teaching		✓		A, I



Involvement with Children			
An ability to recognise, promote and celebrate achievement	✓		A, I
An understanding of extra-curricular activities in developing the whole child	✓		A, I
Qualifications			
Hold NPQH		✓	A
Have previous senior management experience	✓		A
Commitment to undertake continued professional development	✓		A, I
Educated to at least first degree level, Qualified Teacher Status	✓		A
Community Involvement			
Ability to promote good working relationships with other schools and professional bodies	✓		A, I
Commitment to the aims and values of our School	✓		I

A – Application Form & Letter; I – Interview; R – References

JOB DESCRIPTION: The responsibilities of this post are as described in: School Teachers' Pay and Conditions Document 2016 and National Standards of Excellence for Headteachers.

The salary range has been set by the Governing Body to reflect the size and circumstances of the school. Normally the appointment will commence at the bottom of the range.

Additional information that is not in the public domain i.e. Raise online, budget forecast and self-evaluation documentation etc will be made available to shortlisted candidates at interview.