

PERSON SPECIFICATION - Headteacher

Woodfield Community Primary School, Harrogate



The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Qualified Teacher status	X	
Graduate or equivalent	X	
Has NPQH qualification or similar management/leadership qualification		X
Evidence of relevant continuous professional development	X	

EXPERIENCE AND SKILLS	Essential on appointment	Desirable on appointment
Evidence of success in a senior leadership role in a primary school with experience successfully delivering against an agreed strategic plan	X	
Evidence of supporting all staff to develop and improve effective learning and teaching across the school.		X
Successful experience leading aspects of a broad, balanced and differentiated curriculum.	X	
Experience of raising attainment and ensuring good progress across the school including those supported with additional funding.		X

Key Competencies

The Selection Panel will require evidence that you meet all the standards outlined in the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies:

1. PERSONAL CONVICTION	Essential on appointment	Desirable on appointment
<i>Definition: Passionate commitment to education, based on either deeply held values or beliefs born out of a desire to serve CYP, parents and the community</i>		
Evidence of professional resilience.	X	
Ability to lead the school in promoting its distinctive character and values	X	

2. PERFORMANCE FOCUS	Essential on appointment	Desirable on appointment
<i>Definition: A relentless approach to setting and achieving challenging goals and expectations to meet the needs of all learners, and securing support from others based on an informed interpretation of current and future needs</i>		
Creative and strategic thinking with the capacity to engage others in the implementation of a clear vision.	X	
Accepts accountability and holding others to account	X	

3. COMMUNICATING	Essential on appointment	Desirable on appointment
<i>Definition: The drive and ability to produce effective and efficient outcomes by impressing and influencing the ways in which others work and operate</i>		
Skilful communicator with all stakeholders	X	
Building networks	X	

4. MANAGING EFFECTIVENESS	Essential on appointment	Desirable on appointment
<i>Definition: A clear desire to work with others both inside and outside the school community to achieve shared goals and help others reach their full potential</i>		
Capacity to build effective teams	X	

SAFEGUARDING	Essential on appointment
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced CRB disclosure	
Demonstrate a commitment to safeguarding and the welfare of children and young people	X
Ability to form and maintain appropriate relationships and personal boundaries	X
Emotional resilience in working with challenging behaviours	X
Appropriate use of authority and discipline	X