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| **Person Specification / Selection Criteria**  **Head Teacher** |  |

1. **Training and Qualifications**

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|  | **Essential** | **Desirable** | **Source** |
| Recognised degree or equivalent | ✓ |  | A |
| Qualified Teacher Status | ✓ |  | A |
| Hold NPQH |  | ✓ | A |
| A recent and appropriate record of professional development relating to school leadership | ✓ |  | A |
| A track record of collaborative working with other schools |  | ✓ | A,I |

1. **Experience**

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| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source**  A = Application  I = Interview  R = References  T = Task/Observation |
| Successful experience of teaching and leadership across the Primary stage | ✓ |  | A,I |
| Successful experience of being a Head Teacher or Deputy Headteacher in a primary school |  | ✓ | A,R |
| Proven track record in raising education standards for all pupils in the primary range | ✓ |  | A,I,R |
| Understanding of strategic financial planning, budgeting and resource management |  | ✓ | A,I |
| Commitment to fostering and developing the relationships between the school, parents, local and wider community | ✓ |  | A,I |
| Proven track record of impact of key school improvement priorities based on effective school self-evaluation | ✓ |  | A,I |
| A commitment to effective continuous professional development for all staff | ✓ |  | A,I |
| Ability to exemplify how the needs of all groups have been met through high quality teaching (eg, SEN, EAL, Rapid Graspers, PP, FSM, gender) | ✓ |  | A,I |
| Have up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of children and young people | ✓ |  | A,I |

**C. Personal Skill and Abilities and Understanding**

Applicants should be able to provide evidence that they have the necessary skills and abilities required.

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|  | **Essential** | **Desirable** | **Source** |
| Ability to lead and inspire | ✓ |  | I,T |
| Decision-making skills | ✓ |  | I,T |
| Good communication and interpersonal skills | ✓ |  | I,T |
| Ability to manage and prioritise | ✓ |  | I,T |
| Ability to seek advice and support when necessary, e.g. from outside agencies | ✓ |  | A,I,T |
| Ability to apply analytical, creative and flexible solutions in response to the changing demands in schools | ✓ |  | A,I |
| Demonstration of a high degree of personal integrity | ✓ |  | A,I |
| Astute with political acumen and good judgement; be able to reach and justify difficult decisions | ✓ |  | A,I |

**D. Professional Knowledge and Understanding**

Applicants should be able to demonstrate a good knowledge and understanding of the following areas

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|  | **Essential** | **Desirable** | **Source** |
| Pupils’ educational development | ✓ |  | A,I |
| School leadership and management | ✓ |  | A,I |
| Curriculum and assessment, including subjects and cross-curricular aspects | ✓ |  | A,I |
| Effective teaching and learning strategies | ✓ |  | A,I,T |
| School improvement strategies, including use of assessment information to accelerate progress | ✓ |  | A,I,T |
| Application of technology to teaching, learning, leadership and management | ✓ |  | A,T |
| A good knowledge of SEND and current developments | ✓ |  | A,T |

**E. Knowledge and Skills**

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| --- | --- | --- | --- |
| Able to articulate and share an ambitious strategic vision that gains ownership throughout the school | ✓ |  | A,I |
| Knowledge and understanding of current education issues, regional and national development and best practice in education | ✓ |  | A,I |
| Ability to impact on standards and the evaluation of teaching and learning in schools | ✓ |  | A,I,R |
| Ability to work successfully with the staff and Governing body | ✓ |  | A,I |
| Ability to strategically lead, promote and demonstrate good communication systems to a range of audiences | ✓ |  | A,I,R |
| Experience of, and a commitment to sustaining a safe, secure and healthy environment, and to promoting diversity and equal opportunities | ✓ |  | A,I,R |

**F. Other Requirements**

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|  | **Essential** | **Desirable** | **Source** |
| A commitment to our core values of ‘Happiness, Encouragement, Aspirations, Respect and Teamwork’ | ✓ |  | A,I |
| A commitment to lifelong learning and continuous improvement | ✓ |  | A,I |
| A strong commitment to working with and involving parents as partners in learning | ✓ |  | A,I |
| A commitment to continuing professional development | ✓ |  | A,I |
| A strong team player who seeks opportunities with a proven track record of working collaboratively | ✓ |  | A,I |

**Application Form and Supporting Statement**

The application form must be fully completed and legible. A supporting letter, of no more than three sides of A4 paper, font size 12, should clearly and concisely demonstrate how your experience relates to the person specification.

**Confidential References and Reports**

Written references will be requested to confirm experience, professional and personal knowledge, skills and abilities.

Proof of qualifications will be required at interview.