

Headteacher Person Specification

E= Essential D= Desirable

	Criteria for short listing and appointing : Evidence of the following are required	E/D
Educational Qualifications and Experience	<ul style="list-style-type: none"> • Qualified Teacher Status • Relevant Primary school leadership experience as a Head • NPQH accreditation • If not accredited be working towards, or prepared to obtain NPQH accreditation • Evidence of continuous professional development • Teaching experience at primary level • Degree Qualification or relevant equivalent experience • Experience of more than one school 	E E D E E D D D
Qualities and Knowledge	<ul style="list-style-type: none"> • Articulate clear values and purpose. Focusing on providing and maintaining a high standard of education for pupils • Optimistic personal behaviour, positive relationships and attitudes towards their pupils, staff, parents, Governors and members of the wider school community • Give and receive effective feedback and act to develop personal performance • Provide vision, support and inspirational leadership for individuals and teams • Collaborate and network both within the school and the wider stakeholders • Lead, motivate, support, develop and challenge others to attain high goals • Create drive and ambition for the success of the school, the staff and its pupils • Demonstrate strong communication skills • Having a wide, current knowledge and understanding of education and school systems locally, nationally and internationally and pursue continuous professional development 	E E E E E E E E
Teaching and Learning Support	<ul style="list-style-type: none"> • A presence as a confident, motivational leader • Fostering and developing the staff to achieve high quality learning throughout the school • Ability to identify underperformance and create a plan for improvement • Knowledge or experience in developing a challenging, creative, enriched curriculum. • A belief in the potential within every child, regardless of their background and educational attainment, such that all pupils achieve to the very best of their ability 	E E E E E

	<ul style="list-style-type: none"> • Personal enthusiasm for and commitment to lifelong learning • Understand, analyse and interpret educational attainment and budgetary information • Develop a strategic plan incorporating school improvement priorities, including infrastructure works, within the approved budget • Develop and implement relevant strategies for monitoring and improving performance • Acknowledge excellence and raise performance across the school • Hold all staff to account for their professional conduct and practice 	E E E E E E
Planning and Managing Resources	<ul style="list-style-type: none"> • Ability to lead the overall management of the school including resource management, budget management, business and programme planning and the strategic planning process • Well organised so they maintain accurate records for all staff and pupils and work successfully by engaging with parents and other stakeholders 	E E
Leadership and Development	<ul style="list-style-type: none"> • Manage the school efficiently and effectively on a day to day basis • Provide vision, drive and inspiration, setting high expectations • Make professional, managerial and organisational decisions based on informed judgements • Think creatively and innovatively to solve problems • Have an understanding of the legal issues relating to managing a school such as inclusion, child protection, safeguarding, equal opportunities, race relations, human rights and employment legislation • Be accountable for the improvement of the quality of education provided 	E E E E E E
Safeguarding Children	<ul style="list-style-type: none"> • Demonstrate a commitment to and a comprehensive understanding of safeguarding/prevent policies and procedures • Experience of promoting the well-being of all children • Ability to form and maintain appropriate relationships and personal boundaries 	E E E