



Person Specification: Headteacher

Key Criteria

Qualifications and Experience:

UK Qualified Teacher Status	A
Successfully completed and able to evidence post graduate study	A
A record of recent and relevant in-service and external training including safeguarding	A
Proven successful leadership experience at a senior level within primary education as a Headteacher, Deputy Headteacher, Head of School	A/I
Substantial and varied teaching experience across the primary age range	A/I
Experience of working with a diverse community	A
Experience of working effectively with the school community and external partners, including other school leaders and their institutions	A/I
Experience of professional involvement in education/developmental initiatives across a number of institutions	A/I

Qualities and Knowledge:

Knowledge of what constitutes good and outstanding teaching and has a proven record as an outstanding teacher	A/I
Knowledge of how to develop and monitor teaching and learning to improve the quality	I
A clear philosophy on how the curriculum can meet the needs of all children	I
A proven track record of the ability to raise the academic and personal achievement of all pupils	A/I
An up to date knowledge of national policy, curriculum developments and the statutory and legal framework within which a school operates, including the new Ofsted framework	I

Ability to innovate and find creative solutions, and to communicate a vision to inspire and motivate all stakeholders	A/I
Excellent interpersonal and communication skills and the ability to communicate with a varied school community and stakeholders, both orally and in writing	I
Pupils and Staff:	
Is able to manage, inspire, encourage and empower staff	I
An ability to identify and promote excellence and challenge poor performance across the school	I
Has a proven ability to develop middle and senior leaders to take responsibility for raising standards and developing every member of the staff	I
Demonstrate a commitment to providing choice and flexibility in learning to meet the needs of every child and to ensure that every child achieves his/her potential	I
Understands about the relationship between managing performance, CPD and sustained school improvement	A/I
Is committed to the development of an open and fair culture across the school for all	I
Is able to secure high standards of behaviour and attendance across the entire school	A/I
Has a clear philosophy on how the curriculum can meet all children's needs	A/I
Is able to foster an open, fair, equitable culture and manage conflict	I
Manages own workload and that of others to allow an appropriate work/life balance	A/I
Managing the Organisation	
Evidence of a commitment to sustaining and developing a safe, secure and healthy school environment, in accordance with Child Protection and Safeguarding legislation	I
Knowledge of key issues relating to managing a school, including equalities and employment legislation	I
Is able to manage the financial and human resources effectively and efficiently to achieve the school's educational goals and priorities	A/I
Evidence of the ability to both delegate appropriately, work in collaboration and building, leading and empowering effective teams	A/I

Securing Accountability:	
Have a commitment to the use of outcomes from regular self-review and following and developing a high impact School Development Plan in order to develop the school	A/I
Is committed to individual, team and whole school accountability for pupil learning outcomes;	I
Able to challenge and support as required to raise standards	I
Able to work with the governing body to enable it to meet its responsibilities	I
Is committed to the school working effectively and efficiently towards academic achievement and the moral, emotional, social and cultural development of all pupils within the school's ethos	I
Strengthening the Community:	
Has a commitment to partnership with parents and the community to raise standards by supporting the learning of children and helping to realise the distinctive vision and values of the school	I
Has a commitment to collaboration and networking with other schools to improve outcomes;	A/I
Is able to build and maintain effective relationships with parents, carers, partners, and the wider community so that they enhance the education of all members of the school community	A/I
Is able to listen to, reflect and act on feedback from all stakeholders;	I
Has empathy towards and an understanding of a multicultural, diverse community such as ours and how it is an asset to the school	A/I

Key:

A – Evidence will be sort via letter of application

I – Evidence will be sought during the interview process

A/I – Evidence will be sought via letter of application and during the interview process