

Person Specification

Job Title:	Headteacher
Salary/Grade:	Leadership Pay Range – L20 – L24
Working Hours	32.50 hours per week, (Full Time)
Academy Name:	Edgar Stammers Primary Academy
Location/Address:	Harden Road, Walsall, West Midlands WS3 1QR

Greenheart Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to the interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications, plus verification of the right to work in the UK.

	Essential	Desirable	How Identified
Education & Qualifications			Formal possession of an appropriate qualification to be verified at Interview or from records
Qualified Teacher Status	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
A good honours degree	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Evidence of further professional development and willingness to undertake other training	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Up to date knowledge of essential aspects of Headship	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Higher degree	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
NPQH	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Relevant Experience			Past employment activity record from Application Form or Interview. Performance in related selection methods, e.g. presentation, group discussion.
Evidence of successful experience as a Head of School / Headteacher including transforming and leading good schools	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
A variety of teaching and leadership experiences in at least 2 education establishments	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Able to apply an understanding of learning principles and theories	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Evidence of deployment of successful behaviour management strategies	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Proven and demonstrable excellence as a classroom teacher	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Evidence of having implemented and maintained a successful inclusion strategy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Experience of effective liaison with external agencies	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

	Essential	Desirable	How Identified
Developed and maintained high professional standards	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Promotion of and commitment to supporting extra-curricular activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Experience of managing new developments such as bids, specialist status applications	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Experience of managing new developments such as bids, specialist status applications etc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Leadership (the ability to lead and manage people to work towards common goals)			Past employment activity record from Application Form or Interview. Performance in related selection methods, e.g. presentation, group discussion
Evidence of creating and securing commitment to a clear vision	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Motivate, inspire and promote effective working partnerships with all stakeholders	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Successfully initiate and manage change and improvement in pursuit of strategic objectives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Raise standards and provide a role model for students and staff	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Devolve responsibilities, delegate tasks and monitor and evaluate practices to see that they are being carried out and are effective	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Experience of monitoring teaching and learning through observing teaching and learning outcomes and of giving feedback	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Had the opportunity to build, support and work with high-performing teams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Deal sensitively with people and resolve conflicts	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Proven strategic, curriculum led financial planning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Exercised accountability effectively, efficiently, and fairly	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Decision-making skills & abilities			Past employment activity record from Application Form or Interview. Performance in related selection methods, e.g. presentation, group discussion
Make decisions based upon analysis, interpretation and understanding of relevant data and information	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Think creatively and imaginatively to anticipate and solve problems and identify opportunities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Demonstrate good judgement	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Communication skills and abilities			Application form and interview questioning and reference. Presentation, group discussion
Communicate effectively orally and in writing to a range of audiences	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Negotiate and consult effectively	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Develop, maintain, and use an effective network of contacts, particularly with the local schools, within Greenheart and the wider educational community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Manage good communication systems	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

GREENHEART

LEARNING PARTNERSHIP 

	Essential	Desirable	How Identified
Self-management skills & abilities			Application form and interview questioning and reference. Presentation, group discussion
Prioritise and manage his/her own time effectively	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Work under pressure and to deadlines	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Achieve challenging professional goals	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Take responsibility for own professional development	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Attributes/Disposition			
A belief in inclusive education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application form and interview questioning and reference. Presentation, group discussion
A passion for learning and for enabling students to develop as effective and enthusiastic learners	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Integrity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Self-confidence, personal impact, resilience and intellectual ability	<input type="checkbox"/>	<input type="checkbox"/>	
An ability to foster a culture of respect and openness	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Adaptability to changing circumstances and new ideas	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Enthusiasm, energy, vigour and perseverance	<input type="checkbox"/>	<input type="checkbox"/>	
Commitment to equality of opportunity and the development of innovative learning opportunities for all children including those with SEN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Possess a full driving licence and have use of vehicle for business purpose and appropriate insurance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Special Requirements			
It is the responsibility of each employee to carry out their duties in line with Greenheart's ethos and culture of safe working practices for adults working with children, and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for.			

Developed by:	Director of People and Engagement	Date of Issue:	February 2023
----------------------	-----------------------------------	-----------------------	---------------