



PERSON SPECIFICATION

Job Title: **Headteacher**

School: **Lime Tree Primary**

The Person Specification is related to the requirements of the post as determined by the Job Description. Short listing is carried out on the basis of how well you meet the requirements of the Person Specification. You should refer to these requirements when completing your application. Short listed candidates will be involved in a variety of activities directly related to the Person Specification that will form an evidence base.

We are looking for an inspirational and passionate leader for our school, who will value every member of the school community.

	Essential	Desirable	Measured
Education and Training	1. Qualified Teacher Status	2. NPQH 3. Recent and relevant development / training	A
Leadership and Management experience	4. A minimum of 3 years successful leadership experience at Deputy Head (or equivalent) in a Primary school 5. Recent teaching experience of EYFS, KS1 and KS2 6. Proven track record of maintaining high expectations of all staff & enabling the excellent achievement of all pupils 7. Evidence of successful partnership working with key stakeholders and multi-agency teams 8. Commitment to and understanding of equal opportunities and inclusion across all aspects of the school 9. Ability to work with the school community to translate a vision into agreed objectives and operational plans to promote and sustain school improvement 10. Knowledge and experience of working with specialist SEN provision in a mainstream school 11. Evidence of managing change effectively through inspiration, motivation and empowerment of the school workforce	15. Demonstrable experience of strategic financial planning, budgetary management and principles of best value 16. Experience of dealing with complex employee and parent relations issues through to resolution 17. Experience of working with health professionals to improve pupil outcomes 18. Successful involvement at school leadership level in OFSTED inspection process	A, I, R



	Essential	Desirable	Measured
	12. Secure knowledge of major curriculum issues and experience of innovative curriculum development and coordination, including new technologies, monitoring and assessment 13. Clear understanding of what constitutes good and outstanding teaching, learning and assessment across the EYFS and Primary age range and evidence of improving this 14. Successful experience of implementing continuous professional development and effective systems of performance management across the whole school workforce		
Skills and Personal qualities	19. A genuine commitment to flexibility and choice in meeting the personalised learning needs and expectations of every child; belief that intelligence and ability are fluid 20. Personal and intellectual ability to develop and communicate a clear vision for the school with drive and enthusiasm 21. Excellent communicator with effective listening and negotiation skills 22. Effective leadership skills with high expectations of pupils and staff 23. Commitment to and a genuine interest in the pastoral welfare of the school community 24. Proven team worker with the ability to develop and maintain excellent working partnerships 25. Able to deal sensitively with people and achieve positive outcomes 26. Ability to use ICT effectively, as an administrative / management tool. 27. Calm and organised under pressure, able to prioritise 28. High level of resilience and stamina 29. Outstanding classroom practitioner	30. Understands how health impacts on learning 31. Genuine interest in environmental and sustainability issues	A, I, R

A Application

I Interview process

R Reference