



## Person Specification for the post of Headteacher

**Prepared By:** The Governing Body

**Date:** September 2022

Listed below are the requirements that the governors consider to be necessary in undertaking the role of Headteacher at Poverest Primary School.

Attributes	Requirements	Essential/ Desirable	Measurement
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Honours Degree or equivalent</li> <li>• Recent and relevant ongoing CPD</li> <li>• NPQH or further qualification</li> </ul>	Essential Essential Essential Essential	APP APP APP FI APP
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Recent and relevant experience as a Primary Senior Leader</li> <li>• A proven track record of raising achievement through successful leadership</li> <li>• Working with and engaging the involvement of external partners and the local community</li> <li>• Experience of successful collaboration with other schools</li> </ul>	Essential  Essential  Desirable  Essential	APP FI LOA  APP FI LOA  APP FI LOA  APP FI LOA
<b>Knowledge and understanding</b>	Knowledge and understanding of current issues and best practice including: <ul style="list-style-type: none"> <li>• Safeguarding children and young people</li> <li>• What constitutes a good and outstanding school</li> <li>• Teaching pedagogy and research</li> <li>• The process of strategic planning and school self-evaluation</li> <li>• Ways to communicate and translate a shared vision into practice</li> <li>• Leading the management of change</li> <li>• Application of new technologies to teaching, learning and management</li> <li>• Comparative data and performance indicators to establish benchmarks and set targets for improvements</li> <li>• National policy framework and current educational legislations and initiatives</li> <li>• Principles of effective teaching and assessment for learning</li> <li>• School budget management and financial responsibilities</li> <li>• Strategies for school improvement</li> <li>• Equal opportunities and commitment to their pursuit</li> </ul>	Essential Essential  Essential Essential  Essential  Essential Essential  Essential  Essential  Essential  Desirable  Essential Essential	APP FI LOA FI  APP FI LOA FI LOA  FI LOA ASS  FI LOA FI LOA  FI ASS  FI LOA  FI  FI  FI LOA FI LOA





	<ul style="list-style-type: none"> <li>• The ability to understand and appreciate the school’s current strengths and the ways in which these might be further developed</li> <li>• The ability to project the school in a positive way and continue to enhance the school standing and role at the heart of the community; by working with a range of stakeholders including parents/carers to promote effective communication and ultimately foster a positive working partnership.</li> </ul>	<p>Essential</p> <p>Essential</p>	<p>FI LOA ASS</p> <p>FI LOA</p>
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**KEY:**

APP = Application form

LOA = Letter of Application

ASS = Assessment activities

FI = Formal Interview