



Grange Primary School

Webb Street, London, SE1 4RP

Headteacher - Person Specification

The Governors wish to appoint an inspirational, driven and highly principled individual who possesses the qualifications, characteristics and abilities set out below and who will have strongly held beliefs and attributes, which are essential and desirable to effectively deliver the role.

As appropriate, the Person Specification will be assessed over various stages of the recruitment from shortlisting to interview. The criteria below are described as either **essential**, indicated by E or **desirable**, indicated by D.

A. Qualifications		
1	Degree-level qualification, or equivalent and QTS.	NPQH accreditation. E
2	Evidence of recent and relevant continuing professional development in school leadership/management.	E
3	Up-to-date safer recruitment and safeguarding training.	E
B. Knowledge and Experience		
4	Successful experience in a senior leadership role in a primary school, with a proven track-record of continuous improvement and of implementing strategies that raise the personal and academic success of pupils and which nurture their spiritual well-being.	Experience as a headteacher. D
5	Extensive experience of working in primary education.	Experience of all primary school key stages including the EYFS. E
6	Knowledge and experience of successful financial/resource management, including effective deployment of pupil premium funding.	D
7	Experience of developing and strengthening the home-school partnership and securing the active participation of families in pupils' learning.	E
8	Experience of managing change, encouraging innovation and meeting challenges successfully.	E
9	Evidence of successful leadership of teaching which has improved pupil outcomes and secured high quality provision.	E
C. Skills and abilities		
10	Outstanding classroom practitioner with a deep understanding of high-quality teaching and learning	E

	and to how motivate children to achieve their full potential.	
11	In-depth knowledge and understanding of current educational priorities and Ofsted expectations and how they apply to the primary school.	Experience of preparing and leading a school through an Ofsted inspection at a senior level. D
12	Ability to foster and maintain successful working relationships with all stakeholders, involving them in the school's development and in translating vision into practice.	E
13	Ability to build, motivate and lead effective teams, and respect contributions and feed back in order to secure the best possible outcomes for pupils.	E
14	Ability to interpret, analyse and use a wide range of data and information effectively to drive school improvement.	E
15	Ability to develop and implement a creative and relevant curriculum that engages and excites pupils extends and enriches their experience and which leads to excellent progress and outcomes.	E
16	A good understanding of legal issues relating to managing a school including safeguarding, inclusion and equalities policies and their implementation.	E
17	An understanding of how to most effectively support vulnerable children and those with special educational needs.	E
18	Commitment and ability to promote the health, safety and welfare of all pupils and staff in the school.	E
19	Enthusiasm and love of learning that enables you to lead the school with drive and passion.	E
20	Excellent communication, listening and negotiating skills for a range of purposes and audiences.	E
21	Emotional resilience, stamina and flexibility when dealing with challenging issues and circumstances.	E
22	High expectations of self and others.	E
23	The ability to lead and manage with flair, tenacity and an ability to take all eventualities in their stride.	E