



Person Specification

Headteacher

The following criteria will be used for selection purposes:

A - Evidence gathered from the application form

I - Information that will be assessed as part of the interview and assessment process

Criteria		Assessed by:- Application/Interview Process
Qualifications	1. Qualified Teacher status	A
	2. First degree or equivalent	A
	3. Evidence of recent & relevant professional development	A
Experience	1. Evidence of substantial successful senior leadership.	A/I
	2. Evidence of substantial successful teaching experience with a proven record of excellent practice across the primary age range.	A/I
	3. Evidence of driving up standards of teaching and learning to ensure excellent outcomes for all pupils including reducing the gap for disadvantaged pupil groups.	A/I
	4. Evidence of effectively promoting and implementing the processes & procedures necessary to safeguard and promote the welfare of children.	A/I
	5. Evidence of successfully developing and maintaining a fair and open workplace culture, and an ability to manage conflict positively.	A/I
	6. Evidence of successful management of staff performance including supervision, target setting and capability and conduct management procedures.	A/I
	7. Experience in managing change within an organisation in a constructive and sensitive manner.	I
Knowledge/ Skills & Ability	1. A sound knowledge and understanding of the barriers to learning and inclusion experienced by children and parents	A/I



	2. A sound knowledge of a range of school improvement strategies which accelerate progress rates and close gaps for all pupils	A/I
	3. Evidence of successfully analysing data and drawing up improvement plans which are monitored and evaluated and result in measurable improvement	A/I
	4. Evidence of successful collaborative working and the development of partnerships	I
	5. Evidence of effective working with vulnerable families and with multi-agency teams to develop integrated programmes of support for children with a range of barriers to their learning	A/I
	6. A sound knowledge and understanding of the whole primary phase including Early Years	A/I
	7. A clear understanding of how to work positively and transparently with the Governing Board	I
	8. A passionate interest in local, national and global developments in education	I
	9. Ability to manage and monitor budgets and deploy human resources	I
	10. Ability to develop leadership to build capacity and skills within teams and individuals	A/I
	11. Ability to facilitate and or deliver solutions to challenges	I
	12. Ability to lead with optimism, continually building and developing positive relationships	A/I
	13. Ability to work under pressure, determine priorities and meet deadlines	I
	14. Ability to communicate clearly and confidently at all levels and to all audiences	A/I

The person specification above outlines the qualifications, key skills, knowledge and experience required for this position. The selection panel will assess each candidate against the evidence gathered from the



application form.

Candidates will be expected to demonstrate knowledge and understanding of each area and to show evidence of having applied (or an awareness of how to apply) this knowledge and understanding in the school context.

The selection panel will use the following assessment tools; application form, interview/assessment activities; references and other employment checks.

