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| BARNSLEY METROPOLITAN BOROUGH COUNCIL |
| Employee Specification |
| SCHOOL | Cherry Dale Primary SchoolLatest Remaking learning logo (blue~gold) as of 17 June 05 |
| TITLE OF POST | Headteacher |
| SALARY SCALE | L15 – L21 |
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# EMPLOYEE SPECIFICATION

**When filling in the application form please demonstrate with clear, concise examples how you meet the requirements of the post.**

**You will be assessed in relation to the *Essential* criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act, we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA we are committed to making reasonable adjustments, wherever possible and it would help us to know your needs in order to do this.**

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| ***Criteria No*** |  ***Attributes*** | ***Criteria*** | ***How Identified*** | ***Rank*** |
| 1 | ***Qualification Requirements and Personal Attributes*** | Qualified Teacher Status (QTS) | Application Form / Interview / Certification | **Essential** |
| 2 | Evidence of regular and appropriate professional development of self and staff. | Application Form / Interview | **Essential** |
| 3 | Evidence of recent senior leadership experience having made a major and successful impact on the development of the school | Application Form / Interview | **Essential** |
| 4 | Is a dynamic leader whilst having consideration and empathy towards others | Application Form / Interview | **Essential** |
| 5 | Exceptional interpersonal skills and the ability to identify and lead change in a positive way | Application Form / Interview | **Essential** |
| 6 | Self-motivated with outstanding organisational skills and the ability to prioritise workload effectively  | Application Form / Interview | **Essential** |
| 7 | Value and actively promote diversity and the unique contribution that every individual makes to our school | Application Form / Interview | **Essential** |
| 8 | Demonstrate professionalism, loyalty and integrity | Application Form / Interview | **Essential**  |

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| **Shaping The Future*****Works with governing body and stakeholders to create a shared vision/ strategic plan that inspires pupils, staff and school community and incorporates their values and beliefs to sustain school improvement and progress for the benefit of the pupils.*** |
| ***Criteria No*** | ***Attributes*** | ***Criteria*** | ***How Identified*** | ***Rank*** |
| 9 | ***Experience*** | Evidence of providing inspirational and strong leadership – improving outcomes or maintaining high achievements for all children  | Application Form / Interview | **Essential**  |
| 10 | Demonstrates an ability to develop, communicate and implement a shared vision | Application Form / Interview | **Essential** |
| 11 | Promotion of a nurturing ethos at whole school level. | Application Form / Interview/ | **Essential**  |
| 12 | Effectively leading change, creativity and innovation | Application Form / Interview/ | **Essential** |
| 13 | Proven experience of driving standards and securing improvements for children | Application Form / Interview | **Essential** |
| 14 |  | Able to access, analyse, interpret and communicate data and other information skilfully to a range of stakeholders  |  |  |
| 15 | ***Professional Qualities*** | Inspires, challenges, motivates and empowers others to carry the vision forward | Application Form / Interview/ | **Essential** |
| 16 | ***Is Committed to:*** | Setting and achieving ambitious, challenging goals and targets  | Application Form / Interview/ | **Essential** |
| 17 | Inclusion and the ability and right of everyone to achieve their full potential | Application Form / Interview/ | **Essential** |
| **Leading Learning and Teaching*****Has central responsibility for raising the quality of learning and teaching and pupils’ achievement, setting high expectations, monitoring/ evaluating effectiveness of learning outcomes*** |
| 18 | ***Experience*** | Demonstrable experience of a wide range of monitoring and evaluation strategies and how this aids school improvement  | Application Form / Interview | **Essential** |
| 19 | ***Knowledge and Experience*** | Understands the principles behind effective school improvement planning and can demonstrate how this is used to secure continued school improvement. | Application Form / Interview | **Essential** |
| 20 | ***Knowledge*** | Evidence of sound knowledge of current major educational issues, legislative change and their significance for the leadership of the school and management | Application Form / Interview | **Essential** |
| 21 | ***Experience*** | Using research evidence to inform learning and teaching | Application Form / Interview | **Essential** |
| 22 | ***Experience*** | Can demonstrate proven effective strategies for creating a differentiated and targeted learning programme for each child. | Application Form / Interview | **Essential** |
| 23 | ***Professional Qualities*** | Acknowledges excellence and effectively challenges poor performance across the whole school | Application Form / Interview | **Essential** |
| 24 | ***Knowledge and Experience*** | Can recognise effective teaching and learning and has the proven ability to model best practice | Application Form / Interview | **Essential** |
| 25 | ***Is Committed to:*** | Raising standards for all in the pursuit of excellence and is also committed to the school ethos | Application Form / Interview | **Essential** |

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| **Developing Self and Working with Others*****Works with and through others, manages relationships and communications effectively. Committed to own continuing professional development (CPD) to deal with complexity and demands of the role. Supports staff to achieve high standards via performance management and CPD.*** |
| 26 | ***Experience*** | Significance of interpersonal relationships, adult learning and models of continuing professional development | Application Form / Interview | **Essential** |
| 27 | The relationship between managing performance, continuing professional development and sustained school improvement in achievement of the school development plan. | Application Form / Interview | **Essential** |
| 28 | ***Professional Qualities*** | Demonstrate the ability to inspire, challenge, motivate and empower others, including the pursuit of excellence and high standards, appreciating and valuing the skills and abilities of others | Application Form / Interview | **Essential** |
| **Managing the Organisation*****Provides effective organisation and management of the school.***  |
| 29 | ***Experience*** | Experience of building capacity across the workforce and ensure resources are deployed to achieve value for money. | Application Form / Interview | **Essential** |
| 30 | ***Professional Qualities*** | Develop and sustain appropriate structures and systems, with proven tracking of expenditure to budget. | Application Form / Interview | **Essential** |
| 31 | Makes professional, managerial and organisational decisions based on informed judgements | Application Form / Interview | **Essential** |
| **Securing Accountability*****Is accountable for ensuring pupils enjoy and benefit from a high quality education. Promotes collective responsibility within the whole school community and contributes to the education service more widely.*** |
| 32 | ***Experience*** | Experience of using of a range of evidence (including performance data) to support, monitor, evaluate and improve aspects of school life, including challenging poor performance | Application Form / Interview | **Essential** |
| 33 | ***Professional Qualities*** | Engages the school community in the systematic and rigorous self evaluation of the work of the school | Application Form / Interview | **Essential** |
| 34 | Combines the outcomes of regular school self review with external evaluations in order to develop the school | Application Form / Interview | **Essential** |
| **Strengthening Community*****Collaborates with other schools to share expertise and bring positive benefits. Works collaboratively at strategic and operational levels with parents and carers across multiple agencies for the well-being of all children.***  |
| 35 | ***Experience*** | Develop and deliver strategic plans in a multi-school collaboration. | Application Form / Interview | **Desirable** |
| 36 | ***Experience*** | Develop and maintain effective relationships with parents, carers, partners and the community that enhances the education of all pupils. | Application Form / Interview | **Essential** |
| 37 | ***Professional Qualities*** | Ability to communicate and lead by example, to promote the school’s values, ethos and values to all of its stakeholders  | Application Form / Interview | **Essential**  |
| **Safeguarding and Promoting the Welfare of Children*****Works with the Governing Body to ensure the welfare of children and vulnerable adults. Ensures the welfare of children and vulnerable adults is safeguarded and promoted within the school.*** |
| 38 | ***Knowledge***  | What constitutes a safe and supportive school culture ensuring the welfare of children is safeguarded in line with current best practice. | Application Form / Interview | **Essential** |
| 39 | Child protection issues | Application Form / Interview | **Essential** |
| 40 | Obligations in relation to child protection | Application Form / Interview | **Essential** |
| 41 | ***Professional Qualities*** | Works with governors and senior colleagues to recruit, deploy and develop staff effectively in order to ensure the welfare of children and vulnerable adults is safeguarded and promoted in line with current best practice and local authority advice | Application Form / Interview | **Essential** |
| 42 | Monitors and evaluates existing practices to identify and implement areas for improvement | Application Form / Interview | **Essential** |
| 43 | Commitment to protecting those who are vulnerable to exploitation and radicalisation | Application Form / Interview | **Essential** |
| 44 | Commitment to the promotion of British Values | Application Form / Interview | **Essential**  |
| 45 | Commitment to equality, diversity and inclusive practice | Application Form / Interview | **Essential**  |
| 46 | Promotion of a nurturing ethos at whole school level | Application Form / Interview | **Essential**  |
| 47 | ***Experience*** | Worked with parents and social care agencies to provide broad pastoral care. | Application Form / Interview | **Essential** |