



## 1. Person Specification - Headteacher

The successful candidate will be able to demonstrate a good combination of the qualifications, personal qualities, experience and competencies below, although we recognise that no candidate will be likely to have all of these criteria in equal measure:

1. Assessed from written application
2. Assessed from interview/tests
3. Assessed from documentary evidence

Area	Criteria	Essential / Desirable	Assessed from
Qualifications	Good honours degree	E	1, 3
	Relevant teaching qualification	E	1, 3
	Higher level qualification and/or have registered or achieved the National Professional Qualification for Headship	D	1, 3
Experience	Highly successful teaching	E	1, 3
	Strong track record of senior leadership as either a Headteacher or Deputy Headteacher; successful leadership of whole school initiatives	E	1, 2, 3
	Demonstrable experience of managing change effectively	E	1, 2, 3
	Experience of working with a school Governing Body, other agencies, parents and the wider community. Understanding of the relationship with, and accountability to, the Governing Body	E	1, 2, 3
	Experience of working with children with special educational needs and children learning English as an additional language	E	1, 2, 3
	Experience of providing high educational standards and a creative and caring environment	E	1, 2
	Knowledge and experience of integrating 21st century skills and transformative learning strategies into the curriculum and the school environment	D	1, 2
	Managing school finances to support school improvement	E	1, 2, 3





Area	Criteria	Essential / Desirable	Assessed from
<b>Knowledge and understanding of leadership</b>	Strategies to accelerate pupil progress and raise achievement for all pupils	E	1, 2, 3
	Good understanding of recent curricular and educational developments (including recent teaching and learning theories) and experience of providing/defining an effective curriculum which meets the needs of all learners	E	1, 2, 3
	Strategies to rigorously evaluate school effectiveness and school improvement	E	1, 2, 3
	High quality inclusive practice	E	1, 2, 3
	Excellent people management and team building skills	E	1, 2, 3
	Understanding of a Speech and Language Additionally Resourced Provision	E	1, 2, 3
	Understanding of The SEN Code of Practice (2014)	D	1, 3
	Ability to adapt to the changing needs of student and parent cohorts within school's community	D	1, 3
	Good awareness of mental health issues in relation to staff and students	D	1, 2, 3
<b>Skills</b>	Inspirational, authentic and dynamic leadership. Proven ability to empower, develop and lead a team in the pursuit of excellence. Demonstrable experience of setting high standards of performance	E	1, 2, 3
	Excellent written and oral communication	E	1, 2
	Ability to analyse pupil performance data to identify gaps in outcomes and priorities to raise standards and maximise all pupils' progress	E	1, 2
	Confident use of ICT as a tool to provide and enhance teaching and learning and school management	E	1, 2
	Knowledge and application of Health & Safety in a school setting	D	1, 2, 3
	Commercial acumen to maintain and develop revenue generation opportunities using the school's facilities	D	1, 2





Area	Criteria	Essential / Desirable	Assessed from
<b>Personal qualities</b>	Able to establish and develop open and positive relationships with children, staff and parents based on trust, respect and inclusivity	E	1, 2
	Clear and confident public speaker. Consistent and focussed in message and action. Ability to engage pupil, staff and parents in a shared vision and ethos	E	1, 2, 3
	Shows strong commitment to developing pupil learning and pupil voice	E	1, 2, 3
	Proven ability to engage all parents in supporting their child's learning and participation in the life of the school	E	1, 2, 3
	Proven ability to inspire and motivate staff across all experience levels	E	1, 2, 3
	Demonstrates personal presence and acts as a professional role model	E	1, 2
	Strong commitment to diversity and inclusion	E	1, 2, 3
	Demonstrable commitment to working in partnership with other schools, the local community and relevant agencies	E	1, 2, 3
	Demonstrable commitment to sustainability	E	1, 2, 3

