



Holly Spring Primary School

Head Teacher Person Specification

Specification	Essential/ Desirable	Assessment
Qualifications		
Qualified Teachers Status (QTS)	E	Application
Degree level qualification or equivalent	E	Application
Evidence of further professional development e.g. National Professional Qualification for Headship or equivalent	D	Application
Level 3 Designated Safeguarding Lead	D	Application
Experience		
Proven record of strong, sustained successful senior leadership as a Headteacher/Deputy Headteacher - for a minimum of three years	E	Application/ Interview
Proven experience of excellent and impactful teaching across one or more primary key stages	D	Application/ Task/ Interview
Successful monitoring of the quality of teaching and learning and implementation of appropriate CPD	E	Application/ Task/ Interview
Analysis and tracking for the purpose of raising attainment and closing the PPG gap	E	Application/ Task/ Interview
Effective curriculum development	E	Application/ Interview
Working collaboratively with staff and Governors in developing and embedding the school's ethos, values and objectives	E	Application/ Task/ Interview
Increasing engagement from all stakeholders	D	Application/ Interview
Successful and impactful behaviour management	E	Application/ Task/ Interview
Developing successful SEMH strategies	D	Application/ Task/ Interview
Successful SEND and EAL leadership	D	Application/ Task/ Interview
Budget management and linking spend to school improvements	D	Application/ Interview
Skills and Qualities		
Excellent interpersonal and communication skills, with the ability to build positive and respectful relationships with all stakeholders (including children) from diverse backgrounds, cultures, and socio-economic groups	E	Application/ Task/ Interview
Capacity to harness the warmth and enthusiasm of the parent community	E	Application/ Interview
Proven ability to raise the quality of teaching and learning	E	Application/ Task/ Interview
Evidence of driving high expectations	E	Application/ Task/ Interview
A courageous, approachable, empathetic and inspirational leadership style	E	Interview/ Task
Passion for outdoor play and learning	D	Application
Ability to build effective relationships with local authorities, schools and external agencies	D	Application
Knowledge of all primary Key Stages including Early Years Foundation Stage	E	Application/ Task/ Interview
Professional Knowledge and Understanding		
Understanding of, and commitment to, the requirements of safeguarding children and young people	E	Application/ Interview
Knowledge of the current educational policies and landscape	D	Application/ Interview