

The Loyne Specialist School

Person Specification/Selection Criteria for Headteacher

***The applicant will be required to safeguard and promote
the welfare of children and young people***

Note: E = essential, D = desirable. Candidates failing to meet any of the essential criteria will automatically be excluded

Source A = application form, I = interview, R = references.

[A] Qualifications

Qualification requirements	Essential	Desirable	Source
Qualified teacher status	E		A
Degree	E		A

[B] Professional Development

	Essential	Desirable	Source
Evidence of regular, recent and appropriate professional development for the role of headteacher.	E		A
Evidence of recent leadership and management professional development	E		A
Has successfully undertaken the Secretary of State's (NCSL, CWDC or local authority) approved "safer recruitment" training or has a commitment to do so before taking up post/ immediately on taking up the post	E		A
Has successfully undertaken appropriate Child Protection training/ Designated Senior Person training		D	A

[C] School leadership and management experience

	Essential	Desirable	Source
Successful leadership as a headteacher		D	A
Successful leadership as a senior leader (such as a Deputy Head or Assistant Head)	E		A
To have taken an active involvement in school self evaluation and development planning	E		A/I/R
Knowledge and understanding of strategic financial planning in relation to their contribution to school improvement and pupil achievement.	E		A/I/R
To have had responsibility for policy development and implementation	E		A/I/R
To have had experience of, and ability to contribute to, staff development (eg. coaching, mentoring, INSET for staff).	E	D	A/I/R
To have had experience of working in partnership with other schools and providers (such as developing 'outreach' support for other schools)	E		A/I/R

[D] Experience and knowledge of teaching

	Essential	Desirable	Source
Experience of teaching in more than one school	E		A
To have taught in at least 2 Key Stages	E		A
Significant teaching experience of pupils with SEN	E		A/I/R
To be able to effectively use data, assessment and target setting to raise standards/address weaknesses	E		A/I/R

[E] Professional Attributes

	Essential	Desirable	Source
Demonstrate an awareness of the needs of the pupils at the Loyne School and how these could be met.	E		A/I/R
Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.		D	A/I/R
Excellent written and oral communication skills (which will be assessed at all stages of the process).	E		A/I
To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice, and monitoring that outstanding practice is being sustained.	E		A/I/R
Show a good commitment to sustained attendance at work	E		I/R

[F] Professional Skills

	Essential	Desirable	Source
Knowledge of strategies for improving the quality of learning and teaching, including promoting excellence and challenging poor performance	E		A/I/R
Evidence of strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision	E		I/R
Experience of leading innovation, creativity and change	E		A/I/R
Willingness to promote an open, fair and equitable culture	E		I/R
Knowledge of the relationships between self evaluation, performance management and continuing professional development	E		A/I/R
Ability to manage the school efficiently and effectively on a day-to-day basis	E		I/R
Experience of using informed judgements to make professional, leadership, managerial and organisational decisions	E		A/I/R
Ability to encourage stakeholder and community engagement in school self evaluation and the success and celebration of its performance	E		A/I/R

[G] Personal Qualities

	Essential	Desirable	Source
Continue to promote the Loyne's strong educational philosophy and values	E		A/I/R
Be a positive role model at all times	E		A/I/R

	Essential	Desirable	Source
Demonstrate a capacity to be a strong presence in all areas of school	E		I/R
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people's learning	E		A/I/R
Build and maintain quality relationships through interpersonal skills and effective communication	E		I/R
Demonstrate personal and professional integrity, including modelling values and vision	E		I/R
Inspire trust and confidence across the school and community	E		I/R
Manage and resolve conflict	E		A/I/R
Think analytically and creatively and demonstrate initiative in solving problems	E		I/R
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E		I/R
Demonstrate resilience and optimism	E		I/R

[H] Confidential References and Reports

Positive recommendation from all referees, including current employer	E
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[I] Application Form and Supporting Statement

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post.