



Person Specification: Headteacher

You should demonstrate that you meet the following criteria:

Educational achievement, qualifications and experience

Essential experiences are likely to include:

- Graduate or equivalent with Qualified Teacher Status and relevant experience,
- Evidence of successful strategic school leadership
- Evidence of relevant continuing professional development, specifically in relation to school leadership and the primary curriculum
- Able to demonstrate an aptitude and up to date knowledge and experience of financial management and ICT within the school setting
- Involvement in creating, developing , implementing and reviewing school improvement plans
- Experience of inclusion and SEN provision in the primary school setting
- Experience of collaboration with the wider educational community

Professional knowledge and skills

- Able to work with the Governing Body to:
 - Set and secure commitment to a strategic direction for the school
 - Secure and sustain effective teaching and learning throughout the school
 - Evaluate the effectiveness of school leadership at all levels and monitor the quality of teaching and pupil achievement and progress
- Able to lead, motivate, support, challenge and develop all staff to secure improvement
- Able to deploy people efficiently and effectively to meet specific objectives in line with the school plan and financial context
- Able to demonstrate an understanding of legislation relating to employment, Health & Safety and the curriculum
- Able to demonstrate an understanding of accountability to the Governing Body, Pupils, Parents, Staff and the Local Authority for the efficiency and effectiveness of the school
- Able to use appropriate leadership skills and behaviours for:
 - Decision making
 - Communication
 - Managing and organising personal time and that of others
- Able to demonstrate emotional intelligence and personal qualities such as impact and presence, commitment, integrity, flexibility and enthusiasm

Personal Qualities, Attributes and Values

- Proactive, inspiring and supportive Leader with outstanding strategic vision
- Excellent written and verbal communication skills
- Open, approachable and a good listener
- Analytical, flexible and innovative thinker.
- Able to develop relationships with all stake holders

Applicants will be required to write a letter of application that provides evidence of how they meet criteria of the role and of the positive impact they have had in their current and previous schools. This letter, together with a completed application form, will be used in the short listing process.

During the selection process, shortlisted candidates will be assessed against the full range of knowledge, aptitudes, behaviours and skills.