



## Craylands School Person Specification

*Please find below the key skills, experience and qualifications we are looking for in our new Headteacher. All the following relate to experience in primary leadership. We will be looking for evidence of these when assessing candidates throughout the selection process (Application Form = A Interview = I Task = T).*

Appointment Criteria	Essential/ Desirable	Assessed form
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> </ul>	E	A
<ul style="list-style-type: none"> <li>• Evidence of ongoing professional development (NPQH desirable) and recent leadership training in preparation for educational leadership</li> </ul>	E	A
<ul style="list-style-type: none"> <li>• Proven track record of good senior leadership in the primary sector Inc. Early Years</li> </ul>	E	A I T
<b>Skills, Knowledge and Experience</b>		
<ul style="list-style-type: none"> <li>• Substantial and successful senior leadership at headship or deputy headship level</li> </ul>	E	A I
<ul style="list-style-type: none"> <li>• Knowledge and demonstrable experience of working with EYFS and KS1, developing curriculum continuity and progression between each key stage.</li> </ul>	E	A I T
<ul style="list-style-type: none"> <li>• Proven track record of raising standards in learning and teaching to ensure excellent outcomes for pupils including reducing the gap for disadvantaged pupils</li> </ul>	E	A I
<ul style="list-style-type: none"> <li>• Experience of inspirational leadership; leading teams and developing staff including coaching and mentoring others</li> </ul>	D	A I
<ul style="list-style-type: none"> <li>• Strong record of working collaboratively with other agencies, parents/carers and the wider community to enhance pupils' achievement and personal development</li> </ul>	D	A I
<ul style="list-style-type: none"> <li>• Evidence of managing staff performance including supervision, target setting, and capability and/or conduct management procedures</li> </ul>	D	A I
<ul style="list-style-type: none"> <li>• Experience of successfully managing change to positive outcomes</li> </ul>	D E	A I A I T
<ul style="list-style-type: none"> <li>• Ability to lead and drive a proposed expansion programme</li> </ul>	E	A I A I T
<ul style="list-style-type: none"> <li>• Ability to secure and maintain high standards of behaviour and</li> </ul>	E	A I T

attendance		
<b>Strategic Direction</b>		
<ul style="list-style-type: none"> <li>• Demonstrate understanding of the Ofsted Inspection Framework and thorough knowledge of current and proposed curriculum requirements</li> <li>• Demonstrate understanding of the changing landscape of primary education to support any potential change in status of the school</li> <li>• Evidence of involvement in developing and implementing a strategic school improvement plan designed to deliver outstanding outcomes for pupils</li> <li>• Evidence of promoting a coherent vision for the school in consultation with stakeholders</li> <li>• Evidence of inspiring, challenging and motivating others to achieve agreed aims</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p>	<p>A I T</p> <p>A I</p> <p>A I</p> <p>A I</p> <p>A I T</p>
<b>Governance, Accountability and Compliance</b>		
<ul style="list-style-type: none"> <li>• In depth knowledge of Child Protection, Safer Recruitment and Safeguarding procedures necessary to safeguard and promote the welfare of children</li> <li>• Knowledge and experience of working positively with the Governing Body</li> <li>• Knowledge and experience of strategic financial planning, budgetary management and principles of best value</li> <li>• Evidence of successfully analysing data and drawing up improvement plans which are monitored and evaluated and result in measurable improvement</li> </ul>	<p>E</p> <p>D</p> <p>E</p> <p>E</p>	<p>A I</p> <p>A I</p> <p>A I T</p> <p>A I T</p>
<b>Personal Qualities</b>		
<ul style="list-style-type: none"> <li>• Possess a passion for children’s learning and development whilst demonstrating an understanding of the needs of the whole child</li> <li>• An outstanding classroom practitioner</li> <li>• Commitment to inclusion and equal opportunities</li> <li>• Have the capacity to make difficult decisions in the interests of children and the school</li> <li>• Ability to lead with optimism, continually building and developing positive relationships</li> <li>• Commitment to educational research and evidence led practice; developing self and others in accordance with education pedagogy</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A I T</p> <p>A I T</p> <p>A I</p> <p>A I T</p> <p>A I T</p> <p>A I</p>