



**Egerton Church of England Primary School
Headteacher Person Specification**

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted. Applicants should describe in their application how they meet these criteria.

	Criteria
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of further professional development in preparation for educational leadership
Experience	<ul style="list-style-type: none"> • Evidence of successful substantial senior leadership at headship or deputy headship level • Evidence of successful collaborative working and the development of partnerships • Evidence of successfully analysing data and drawing up improvement plans which are monitored and evaluated and result in measurable improvement • Evidence of substantial successful teaching experience with a proven record of excellent practice, as well as experience in developing the practice of others • Evidence of driving up standards of teaching and learning to ensure excellent outcomes for all pupils including reducing the gap for disadvantaged pupil groups • Evidence of effectively promoting and implementing the processes necessary to safeguard and promote the welfare of children • Evidence of successfully developing and maintaining a fair and open workplace culture, and an ability to manage conflict positively • Evidence of successful management of staff performance including supervision, target setting and capability and or conduct management procedures • Evidence of effective working with vulnerable families and with multi-agency teams to develop integrated programmes of support for children with a range of barriers to their learning

	<ul style="list-style-type: none"> • Evidence of successfully managing change within an organisation in a constructive and sensitive manner
Skills and Abilities	<ul style="list-style-type: none"> • Ability to manage and monitor budgets and deploy human resources • Ability to develop leadership to build capacity and skills within teams and individuals • Ability to work under pressure, determine priorities and meet deadlines • Ability to communicate clearly and confidently at all levels and to all audiences • Ability to facilitate and or deliver solutions to challenges • Ability to lead with optimism, continually building and developing positive relationships
Knowledge	<ul style="list-style-type: none"> • A sound knowledge and understanding of the whole primary phase including Early Years • A sound knowledge and understanding of the barriers to learning and inclusion experienced by children and parents • A sound knowledge of a range of school improvement strategies which accelerate progress rates and close gaps for all pupils • A clear understanding of how to work positively and transparently with the Governing Body • A passionate interest in local, national and global developments in education