



## 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
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Qualified Teacher Status</li><li>• Evidence of further professional development in preparation for educational leadership</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Evidence of successful substantial senior leadership at headship or deputy or assistant headship level</li><li>• Evidence of successfully managing change within an organisation in a constructive and sensitive manner</li><li>• Evidence of successfully analysing data and drawing up improvement plans which are monitored and evaluated and result in measurable improvement</li><li>• Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils including reducing the gap for disadvantaged pupil groups</li><li>• Evidence of effectively promoting and implementing the processes necessary to safeguard and promote the welfare of children</li><li>• Evidence of successful team building and management of staff performance including coaching, target setting and capability and/or conduct management procedures</li><li>• Evidence of successful collaborative working with a wide range of stakeholders</li><li>• Evidence of effective working with vulnerable families resulting in measurable improvement</li><li>• Evidence of substantial successful teaching experience with a proven record of excellent practice yourself, preferably including both Key Stages and Early Years, as well as experience in developing the practice of others</li></ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"><li>• Ability to manage and monitor budgets and deploy human resources</li><li>• Ability to develop leadership and skills within teams and individuals</li></ul>

	<ul style="list-style-type: none"> <li>• Ability to work under pressure, determine priorities and meet deadlines</li> <li>• Ability to communicate clearly and confidently at all levels and to all audiences</li> <li>• The ability to lead with optimism, continually building and developing positive relationships and morale</li> <li>.</li> </ul>
<p><b>Knowledge</b></p>	<ul style="list-style-type: none"> <li>• A sound knowledge and understanding of the whole primary phase including Early Years</li> <li>• A sound knowledge and understanding of the barriers to learning and inclusion experienced by children and parents</li> <li>• A sound knowledge of a range of school improvement strategies which accelerate progress rates and close gaps for all pupils</li> </ul>