

Headteacher

Person Specification



Key Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of continuing professional development or further professional study • Completion of NPQH or currently working towards it 	<ul style="list-style-type: none"> • Higher degree qualification, postgraduate course
Experience	<ul style="list-style-type: none"> • Previous significant senior leadership experience within a primary school <u>or</u> senior leadership experience within a MAT central team • Experience of strategic planning. • Experience in developing whole-school policies and strategies • Experience of successful implementation of strategies to improve standards • Experience of working with a governing body (or similar) • Evidence of management of the curriculum and assessment • Experience in working effectively with parents/carers, external professionals and other agencies. • Experience of appointing, managing and inducting staff • Experience of conducting performance management • Experience of successfully supporting others 	<ul style="list-style-type: none"> • Experience in more than one school • Experience of working in an academy • Experience of managing finance and resources
Leadership and Management	<ul style="list-style-type: none"> • Ability to lead, inspire and motivate staff, pupils, parents and governors to achieve the schools aims • Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress and impact of these • Management of quality educational provision and strategies for raising standards in relation to the achievement of all pupils • Ability to delegate work and support colleagues in undertaking responsibilities • Understanding of how financial and resource management enable a school to achieve its educational priorities • Ensuring high standards of SEN provision across the school • Effective management of staff workload and wellbeing • Management and assessment of risks • Ensuring a robust safeguarding culture • Develop relationships with local schools and external organisations 	<ul style="list-style-type: none"> • Understanding of effective budget planning and resource deployment • Experience of working with stakeholders to enable them to fulfil whole-school responsibilities • Ability to take on new challenges and to be a leader in the field of education.

<p>Skills and Knowledge</p>	<ul style="list-style-type: none"> • Ability to review whole school systems to ensure robust evaluation of school performance. • Ability to plan and deliver exceptional learning opportunities to meet a range of abilities and interests • Ability to develop and deliver effective and inspirational professional development. • A knowledge and understanding of the principles of high-quality SEN provision • A knowledge and understanding of successful classroom practice. • A knowledge and understanding of school's finances and associated processes. • A knowledge and understanding of the characteristics of effective schools and how to achieve them. • A knowledge and understanding of safeguarding children requirements • An understanding of OFSTED requirements • Ability to problem solve 	
<p>Personal Attributes</p>	<ul style="list-style-type: none"> • The ability to work independently and contribute as a team member • The ability to determine priorities, be self-motivated and manage time effectively • The ability to communicate effectively with a wide range of people including children, staff, parents and Governors • A commitment to their own continuing professional development • Ability to critically evaluate own performance, take constructive feedback and make any necessary changes to be more effective • A sense of purpose and ability to take personal initiative • A sensitive, flexible, open-minded and responsive attitude to working with others • Ability to build and maintain good relationships • Ability to remain positive and enthusiastic when working under pressure 	