



Person Specification – Headteacher

Kings Farm Primary School – The Cedar Federation

L13 – L24 £69,596 - £91,158 (dependent on experience)

Aligned to the Headteacher Standards 2020

The Governing Body seeks a collaborative, inspirational and resilient leader who can ensure continuity, strategic focus and strong partnership working across Kings Farm Primary School and Ifield Special School during a period of transition. This specification forms the basis for shortlisting and selection.

1. Qualifications & Professional Development

Essential:

- Qualified Teacher Status (QTS)
- Degree-level qualification
- Evidence of substantial senior leadership experience with impact on whole-school improvement
- Evidence of recent and relevant professional development in leadership, curriculum and/or school improvement
- Up-to-date safeguarding training and knowledge of relevant legislation

Desirable:

- Achieved or working towards NPQH or equivalent
- Further postgraduate study (e.g., MA)

2. Leadership & Management (Headteacher Standards 1, 7, 10)

Essential:

- A proven, inspirational senior leader with a strong track record in primary education
- Ability to articulate, model and sustain a clear vision, ethos and strategic direction
- Demonstrated experience leading whole-school improvement and raising standards
- Strong understanding of organisational management including finance, staffing, risk and statutory responsibilities
- Ability to work constructively and transparently with the Governing Body
- Ability to use data rigorously to drive decision-making and evaluate impact

3. School Culture (Headteacher Standard 1)

Essential:

- Commitment to fostering an inclusive, safe and aspirational school culture
- Ability to sustain high expectations for all pupils and staff
- Experience promoting a positive, respectful environment that supports wellbeing
- Proven ability to model professional conduct, integrity and emotional intelligence

4. Teaching, Learning & Curriculum (Headteacher Standards 2 & 3)

Essential:

- Understanding of evidence-informed teaching and ability to support high-quality pedagogy
- Experience leading or overseeing curriculum development
- Ability to ensure a broad, coherent curriculum meeting all learner needs
- Experience using assessment effectively to monitor progress and raise achievement

5. Behaviour & Attitudes (Headteacher Standard 4)

Essential:

- Evidence-informed approach to high expectations for behaviour
- Ability to implement consistent, fair and relational behaviour systems
- Experience supporting staff with behaviour expectations

6. Inclusion & SEND (Headteacher Standard 5)

Essential:

- Secure understanding of SEND legislation
- Experience ensuring curriculum access for pupils with SEND
- Ability to work with external agencies and parents to support needs

7. Professional Development (Headteacher Standard 6)

Essential:

- Commitment to continuous professional learning
- Experience designing and evaluating impactful CPD
- Ability to develop leadership capacity within teams

8. Collaboration & Partnership Working (Headteacher Standard 9)

Essential:

- Proven ability to build strong, respectful working relationships
- Experience working constructively with parents and carers
- Strong ability to collaborate across schools or agencies
- Commitment to strengthening partnership working within The Cedar Federation
- Excellent communication skills

9. Safeguarding (Headteacher Standards 7 & 10)

Essential:

- Deep understanding of safeguarding duties
- Ability to lead safeguarding systems effectively
- Ability to work with safeguarding partners and external agencies
- Ability to maintain professional boundaries

10. Personal Qualities

Essential:

- Inspirational, visible and compassionate leadership
- Excellent interpersonal skills
- Resilience and adaptability
- Decisive yet reflective

- Commitment to inclusive, child-centred practice