**Person Specification for Headteacher, Junior School**

Selection will be based on the criteria below. These criteria will be assessed from evidence provided by you in your;

* Written application (App)
* Supporting documentation (Docs)
* Interview (Int)
* Activities (Act)

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| **CRITERIA** | **Assessed by** |
| **Qualifications** * Qualified Teacher Status (QTS)
* National Professional Qualification for Headship (NPQH) –or a commitment to undertake the qualification
* Evidence of appropriate and continuous professional development
* Degree
 | **App/Docs/Int** |
| **Experience** * Proven successful Headship or Deputy Headship in a primary school
* Relevant leadership and management experience (including staff development and objective assessment of staff work and appraisals)
* Teaching experience throughout the primary age range
* Teaching experience across children with a wide range of abilities and needs
* Planning, development and implementation of the curriculum, strategic objectives and school improvement plan (SIP)
* Assessment and recording
* Financial management
* Working with other schools and sectors of the community to benchmark and share best practice
 | **App/Docs/Int/Act** |
| **Professional Knowledge*** Relevant current issues, recent educational developments and significant legislative changes and their impact on the management and leadership of the school
* Data analysis and the ability to use data to set targets and identify weaknesses
* Use of various self-evaluation methods to improve school performance
* Understanding of finance and budgetary aspects of schools
* Pedagogy and its influence on the growth of learners
* Use of ICT to support teaching and learning
 | **App/Int/Act** |
| **Safeguarding** * Able to demonstrate knowledge and understanding of current legislation, guidance and best practice for child protection including safer recruitment
* Able to demonstrate a commitment to the protection and safeguarding of children and prioritisation of their welfare
 | **Int** |
| **Equality and Diversity** * Evidence of a commitment to equality and diversity and an understanding of its effective operation within a school
 | **Int** |
| **Leadership Skills and Communication*** Able to communicate well and to collaborate and maintain good relationships with staff, governors, parents/carers, local community, local authority and relevant agencies
* Able to lead, motivate, manage, empower and inspire others
* Able to challenge both pupil and staff performance and raise standards
* Able to initiate and manage new opportunities and improvement in continuous pursuit of higher standards
* Able to work under pressure and prioritise effectively
* Able to delegate with confidence at all levels
* Able to resolve complaints, conflict and problem solve
* Commitment to maintaining confidentiality and sensitivity as appropriate
* Able to role model and encourage excellent pupil behaviour
 | **App/Int/Act** |
| **Personal Qualities** * Strong and inspirational
* Organised and rigorous
* Approachable and empathetic
* Energetic and creative
* Resilient and flexible
 | **App/Int/Act** |

***Our school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.***

***We are also committed to having a workforce that is representative of the community it serves at all levels of the organisation. We therefore welcome applications from all backgrounds and all sections of the community.***

We look forward to receiving your application

