



## Person Specification

### Job Title

**Headteacher**

### Selection criteria - All essential unless marked \* desirable

Special criterion – A commitment to continuing the innovative opportunities offered by Foundation School status

## Qualifications and Training

- Qualified Teacher Status (QTS)  
National Professional Qualification for Headship (NPQH)
- Proven commitment to professional development in leadership and management

## Experience

- Substantial and successful experience as a Primary Headteacher, Deputy or Assistant Headteacher
- Substantial and successful teaching experience in a primary school
- A proven track record of leading school improvement and raising standards
- Experience of promoting the profile of the creative curriculum \*
- Experience of more than one school \*
- Experience of more than one phase \*
- Experience of working with vulnerable families and/or extended services \*

## Skills, Knowledge and Aptitudes

### **Shape the future**

- Ability to motivate, empower, challenge and inspire others
- Ability to plan strategically for school improvement
- Ability to lead, implement and manage change

### **Lead learning and teaching**

- Exemplary classroom practice
- Thorough understanding of primary pupil needs
- Comprehensive understanding of effective assessment for learning strategies
- Detailed knowledge and understanding of salient curriculum initiatives
- Ability to analyse performance data and set appropriate targets

### **Develop self and work with others**

- Ability to review own and others' performance, celebrating achievement and providing and participating in continuing professional development to maintain high expectations and sustain improvement, whilst challenging underperformance.
- Ability to delegate and monitor the impact of leadership and management effectively
- Excellent and effective communication skills

### **Manage the organisation**

- Understanding of the importance of sustaining a safe, secure and healthy school environment
- Understanding of effective and efficient administration and resource management
- Ability to plan strategically and manage a budget

**Secure accountability**

- Understanding of the statutory role of Governing Bodies
- Understanding of current safeguarding issues and legislation

**Strengthen community**

- Understanding of the importance of inclusion and positive benefits of living in a culturally and ethnically diverse society
- Ability to promote a positive, caring ethos with high standards of behaviour and attendance
- Ability to develop and maintain effective relationships with stakeholders that enhance the achievement, personal development and well-being of pupils and their families
- Ability to collaborate with, and accept support from, others within and beyond the school

**Personal Qualities**

- Reliability, enthusiasm, flexibility, resilience and initiative
- Passionate, creative and energetic
- Sensitive, approachable and supportive
- High expectations and commitment to continual school improvement