**Hotham Primary School**

**Person Specification - Headteacher**

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| **Requirements**  **(Essential, unless otherwise indicated)** | **Form of Assessment** | |
| **Application / Statement** | **Assessment / Interview** |
| **Qualifications and Experience** |  |  |
| * Qualified teacher status with a graduate level qualification * Relevant professional qualification NPQH or other (desirable) * Has proven commitment to professional development in leadership and management * Substantial and successful teaching experience in the primary setting * A proven track record of leading school improvement and raising standards | ✓  ✓  ✓  ✓  ✓ |  |
| **Qualities, Skills and Knowledge** |  |  |
| 1. Experience of, and commitment to, working closely and collaboratively with the Governing Body to develop and implement a shared vision. Able to clearly communicate the strategic vision; motivate and inspire the school community in the constant pursuit of excellence | ✓ | ✓ |
| 1. Has a proven track record, reflected in an ability to achieve high levels of progress and attainment for every child in our fully inclusive school | ✓ | ✓ |
| 1. Can identify, interpret and analyse data and drive forward the achievement of all groups and children | ✓ | ✓ |
| 1. Can sustain and develop our pupils’ high standards of behaviour |  | ✓ |
| 1. Is passionate about ‘quality firstteaching’, ensuring that a clear and rigorous system is in place for self-evaluation, actions for improvement and monitoring of all staff and can apply management skills to support and coach staff | ✓ | ✓ |
| 1. Respond effectively and efficient to short- and long-term challenges, able to think strategically and identify opportunities for future development and improvement. |  | ✓ |
| 1. Can demonstrate highly effective management skills, in particular during times of educational and financial pressure, to ensure that resources are appropriately allocated to drive the continuous improvement of teaching and standards of learning for all pupils |  | ✓ |
| 1. Works closely with the Senior Leadership Team, drawing on and developing their strengths, and delegating when appropriate | ✓ | ✓ |
| 1. Works in partnership with governors, providing them with information as required and advice to enable them to meet their responsibilities in holding the school to account |  | ✓ |
| 1. Has up to date knowledge of statutory requirements and curriculum |  | ✓ |
| 1. Demonstrate commitment to keeping our school environment and pupils safe and maintains up-to-date knowledge of safeguarding issues, training and legislation | ✓ | ✓ |
| 1. Values partnerships with external organisations, both educational and community based |  | ✓ |
| 1. Seek ways to enable everyone – parents, pupils, staff and the wider community – to feel a valued part of our diverse school and its work | ✓ | ✓ |
| 1. Excellent communicator with demonstrable experience of communicating effectively to different audiences across different channels | ✓ | ✓ |
| 1. Can provide an engaging, rigorous, broad and rich curriculum and a stimulating and successful extra-curricular activities programme | ✓ | ✓ |
| 1. Appreciates the benefits of learning another language from an early age including within primary school settings (desirable - a working knowledge of the French language would be an advantage but is not essential) | ✓ | ✓ |