

Person Specification/Selection Criteria for Headteacher

Newport Primary School

2017

Qualification requirements	Essential	Desirable	Source
Qualified teacher status	E		A
Degree or evidence of Post Graduate degree		D	A
For applicants for whom this is their first headship to have graduated with NPQH or similar		D	A
Professional Development	Essential	Desirable	Source
Evidence of recent, professional development relevant for the post, including safeguarding	E		A,I,R
Has experience of recruitment and management of staff		D	A,I

School Leadership & Management	Essential	Desirable	Source
Successful leadership as a Headteacher, Deputy Headteacher or assistant Headteacher role	E		A,I,R
To have taken an active involvement in school self-evaluation and strategic planning	E		A,I,R
To have successfully implemented and developed a number of whole school initiatives, impacting positively on outcomes	E		A,I,R
Knowledge and understanding of strategic financial planning, budgetary management, and the management of resources in relation to their contribution to child achievement.		D	A,I,R
To have played a significant role in embedding, monitoring and evaluating the wider curriculum	E		A,I,R
To have motivated and enabled staff to carry out their roles to the highest standards through appraisal and continued professional development	E		A,I,R
To have had experience of working alongside a Governing Body		D	A
To have experience of building community links, forging strong networks and relationships		D	IA
Experience and Knowledge	Essential	Desirable	Source
Significant teaching experience across the primary phase		D	A
To have current knowledge and understanding of the curriculum requirements across the primary phases	E		A,I,R
To understand the challenges of a diverse, multi-cultural school	E		AI
To be able to effectively interpret school, local and national data in order to raise standards	E		A,I,R
To secure accountability at whole school, team and individual level in order to raise standards	E		AI
To have an extensive knowledge of a range of teaching and learning strategies in order to improve outcomes for all pupils	E		AIR
To have a clear rationale for behaviour management with effective implementation of a range of positive behaviour management strategies within an inclusive school.		D	AIR

Professional & Personal Attributes	Essential	Desirable	Source
Demonstrate an understanding, awareness and empathy for the needs of all pupils and how these can be met.	E		A,I
Able to lead and be part of a team	E		A,I,R
Excellent communication and interpersonal skills, including ICT	E		A,I,R
Effective organisation and delegation skills with the ability to inspire and motivate others	E		A,I,R
Be a positive role model at all times, demonstrating integrity and professionalism	E		AIR
Demonstrate resilience, humour and positivity	E		AIR

