

Head Teacher, Lemington Riverside Primary School

Person Specification

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Recent experience as a successful Head or Deputy Head Teacher or Senior Manager.
2	Experience of curriculum subject and phase coordination including monitoring/evaluating and target setting.
3	Experience of working in partnership with Governors, staff, parents, pupils and the community.
4	A proven record of school improvement and development, through planning and delivery resulting from self evaluation.
5	Evidence of successful teaching in one or more phases across the primary age range from Foundation Stage to Key Stage 2.

Desirable

6	Knowledge of teaching across the primary age range from Foundation Stage and Key Stage 1 to Key Stage 2.
7	Experience of evaluating the quality of teaching and learning.
8	Experience of working in strategic partnership with other schools, agencies or professionals to ensure the best outcomes for children and young people.
9	Experience of successful teaching in more than one school or setting.
10	National Professional Qualification for Headship or other advanced qualification.

Part B: Assessment Stage

During the assessment stage the application stage criteria and the criteria below will be further explored.

Essential

1	Able to develop in partnership with others a strategic vision for the school.
2	Has a thorough understanding of educational initiatives and relevant legislation.
3	Able to identify the need for change through self evaluation methods and implement this successfully.
4	Has a sound knowledge of strategies to enhance teaching and learning opportunities within the school.
5	Effective financial and resource management skills.
6	Leadership qualities to motivate and inspire others.

7	Persuasive and confident in a range of different environments.
8	Able to plan, organise and prioritise.
9	Communicates well orally and in writing with all key stakeholders.
10	<p>Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including:</p> <ul style="list-style-type: none"> ▪ motivation to work with children and young people ▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people ▪ emotional resilience in working with children with challenging behaviours ▪ attitude to the use of authority and maintaining discipline.
11	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Barred List and/or POCA List (residential establishments only) check
3	Medical clearance
4	Dis-qualification by association check
5	Professional registration/QTS check with the National College for Teaching and Leadership
6	Two references from current and previous employers (or education establishment if applicant not in employment)