

Ryhope Infant School Academy

Headteacher - Person Specification



	Essential	Desirable	Method of Assessment
Application	<ul style="list-style-type: none"> Well-structured application form indicating evidence of impact in attainment and progress that has resulted in sustained improvement in pupil achievement (No more than 1000 words) 		<ul style="list-style-type: none"> Application form
Qualifications	<ul style="list-style-type: none"> Qualified Teacher status 	<ul style="list-style-type: none"> National Professional Qualification for Headship or Evidence of further study - this could be ongoing and/or Further Professional Qualifications 	<ul style="list-style-type: none"> Application form Selection Process Certificates
Experience	<ul style="list-style-type: none"> Current Deputy Headteacher or existing Headteacher or recently served as a substantive Headteacher, Experience of successful and cooperative working leading team members Experience of the successful leadership of change Experience of improving teaching and learning Experience of promoting safeguarding procedures in a school 	<ul style="list-style-type: none"> A range of leadership, management and teaching experience in more than one context Teaching experience in both EYFS and KS1 	<ul style="list-style-type: none"> Application form Selection Process References
Professional Development	<ul style="list-style-type: none"> Have wide current knowledge and understanding of education and school systems locally and nationally Research and development covering leadership, curriculum and management issues that have resulted in successful change and effective practice Significant contribution and evidence of impact to the professional development of other colleagues in school 	<ul style="list-style-type: none"> Experience of planning and managing professional development 	<ul style="list-style-type: none"> Application form Selection Process References
Knowledge	<ul style="list-style-type: none"> A substantial knowledge, experience and enthusiasm for curriculum leadership and development, including a clear grasp of recent changes and the opportunities that the wider curriculum provides for all pupils. A knowledge and understanding of recent education legislation and its impact on schools and the ability to anticipate future trends. Knowledge of the General Data Protection Regulations in the school environment and ability to lead the organisation in compliance with current legislation A knowledge of the principles and practice of quality assurance systems, including whole school review, self-evaluation and appraisal. Clear vision and understanding of the specific needs of pupils in the Early Years and Key Stage 1. Detailed knowledge of the structure and content of the Early Years Foundation Stage Curriculum and National Curriculum 	<ul style="list-style-type: none"> Knowledge and understanding of administration and budget management processes Understanding of the National Standards of excellence for Headteachers (Jan 15) 	<ul style="list-style-type: none"> Application form Selection Process References Interview

	<ul style="list-style-type: none"> • Understanding of effective teaching, learning and assessment • Secure knowledge and understanding of the role that effective safeguarding plays in the school setting 		
Skills and Abilities	<ul style="list-style-type: none"> • Ability to communicate effectively in a variety of situations • Ability to hold others to account and to be accountable to others • Proven leadership and management skills • Ability to lead by example drawing on their own and others expertise, skills and knowledge • Ability to lead, manage and organise an effective curriculum • Ability to analyse and evaluate school self-evaluation processes including the use of external and internal data in order to accurately prioritise strategic leadership objectives • Ability to initiate and lead change by inspiring and influencing others • Evidence of being able to build and sustain effective relationships with staff, Governors, parents and the wider community • Clear understanding of administrative and financial management • Committed to uphold the nurturing and inclusive ethos and vision of the school • Effectively establish and maintain collaborative working with a wide range of other professionals, as part of the delivery of multi-agency support services to enhance the education of all pupils. • Proven ability to demonstrate awareness of the principles of and commitment to the promotion of equality of access, inclusion and diversity and opportunity for both staff and children, to overcoming obstacles/barriers to this and to removing practices which are counter to it. • Ability to build and sustain effective working relationships with children, staff, parents, governors and the wider community. 		<ul style="list-style-type: none"> • Application form • Selection Process • References • Interview
Personal Qualities	<ul style="list-style-type: none"> • A clear vision and understanding of the needs of all pupils in order to close gaps in achievement • A commitment to promoting high quality care guidance and support for pupils and parents • Commitment to working with other schools and organisations in order to secure excellent achievements for all pupils • A commitment and drive to move school forward, relishing a challenge to implement necessary changes required • A commitment to joining in the full life of the school • A solution focused approach to solving problems 		<ul style="list-style-type: none"> • Application form • Selection Process • References • Interview

Any relevant issues arising from references will be taken up at interview.

Ryhope Infant School Academy is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment, therefore in addition to candidates' ability to perform the duties of the post, the interview will also explore issues regarding safer recruitment and the welfare of children.