

Headteacher Person Specification Glynwood Primary School

ATTRIBUTE	ESSENTIAL	DESIRABLE
TRAINING AND QUALIFICATIONS		
<ul style="list-style-type: none"> Qualified Teacher Status. 	E	
<ul style="list-style-type: none"> Degree or evidence of professional qualification in education. 	E	
<ul style="list-style-type: none"> Higher Degree or evidence of further study. 		D
<ul style="list-style-type: none"> Post-entry Curriculum or Management Qualification. 		D
<ul style="list-style-type: none"> National Professional Qualification for Headship (unless existing HT with some years of experience). 		D
<ul style="list-style-type: none"> Recent participation in a range of relevant in-service training. 	E	

EXPERIENCE OF TEACHING AND SCHOOL MANAGEMENT		
<ul style="list-style-type: none"> Leadership experience at Headteacher or Deputy Head level (minimum 3 years) for the latter. 	E	
<ul style="list-style-type: none"> Proven management skills and a record of positive achievement. 	E	
<ul style="list-style-type: none"> Minimum five years' experience in a school for children of primary age (in more than one school/setting/key stage). 	E	
<ul style="list-style-type: none"> Experience of teaching in a school with socio-economic challenges. 		D
<ul style="list-style-type: none"> To have effectively managed whole school change, for example introduced a new initiative or procedure, developed a strategy which impacted significantly upon children's learning, and delivered in-service training. 	E	
<ul style="list-style-type: none"> To have had involvement with preparing and monitoring budgets. 		D
<ul style="list-style-type: none"> To have had involvement with school improvement-planning process, (particularly monitoring and evaluating the effectiveness of actions), school self-evaluation process, Ofsted inspection, Child Protection issues. 	E	
<ul style="list-style-type: none"> To have involvement of working with a governing body. 	E	
<ul style="list-style-type: none"> To have experience of implementing or monitoring safeguarding practice within a school. 	E	
<ul style="list-style-type: none"> To have experience of inclusive educational practice within a school. 	E	

ATTRIBUTE	ESSENTIAL	DESIRABLE
PROFESSIONAL KNOWLEDGE AND UNDERSTANDING <i>Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to primary education development.</i>		
<ul style="list-style-type: none"> Children’s educational and personal development. 	E	
<ul style="list-style-type: none"> School leadership and management. 	E	
<ul style="list-style-type: none"> Curriculum and assessment, including subjects and cross-curricular aspects. 	E	
<ul style="list-style-type: none"> Effective teaching and learning strategies. 	E	
<ul style="list-style-type: none"> School improvement strategies. 	E	
<ul style="list-style-type: none"> Local and national policies, priorities and statutory frameworks including the Early Years Foundation Stage 	E	
<ul style="list-style-type: none"> Role of Governing Body. 	E	

PERSONAL SKILLS AND ABILITIES <i>Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post.</i>		
<ul style="list-style-type: none"> Excellent communication skills, both written and verbal. 	E	
<ul style="list-style-type: none"> Highly effective interpersonal skills. 	E	
<ul style="list-style-type: none"> Ability to motivate, enthuse and inspire all members of the school community. 	E	
<ul style="list-style-type: none"> Effective ICT skills. 	E	
<ul style="list-style-type: none"> Effective and efficient organisational skills. 	E	

OTHER REQUIREMENTS		
<ul style="list-style-type: none"> Application forms should be completed in full. 	E	
<ul style="list-style-type: none"> Letters should be word processed. 	E	
<ul style="list-style-type: none"> Letters should address the criteria identified in the person specification and be relevant to the school. 	E	

CONFIDENTIAL REFERENCES AND REPORTS		
--	--	--

<ul style="list-style-type: none"> • Written reference(s) only. 	E	
<ul style="list-style-type: none"> • Confirming professional and personal knowledge, skills and abilities referred to above. 	E	
<ul style="list-style-type: none"> • Positive recommendation from current employer. 	E	