## Person specification

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| Application | * Well-structured supporting letter indicating evidence of impact in attainment and progress that has resulted in sustained improvement in pupil achievement (No more than 1000 words) |  |  |
| Qualifications | * Qualified Teacher status | * Evidence of further study - this could be ongoing and/or Further Professional Qualifications * National Professional Qualification for Headship | * Application form * Selection Process * Certificates |
| Experience | * Existing Headteacher **OR**   Existing Deputy/Assistant Headteacher or  Recently served as a substantive Headteacher   * Successful substantive experience at Senior Management level within a primary school. * Experience of leading a successful team * Experience of successfully leading change * Experience of leading the improvement of teaching and learning * Experience of promoting safeguarding procedures in a school | * A range of leadership, management and teaching experience in more than one context * Teaching experience in more than one Key Stage * Teaching and leading in small rural schools * Working in a federation | * Application form * Selection Process * Work related testing * References |
| Professional Development | * Demonstrate a wide current knowledge and understanding of education and school systems locally and nationally * Continued professional 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 | * Experience of planning and managing professional development | * Application form * Selection Process * Work related testing * References |
| Skills/knowledge | * The ability to inspire both colleagues and children * Ability to communicate effectively in a variety of situations, including negotiation skills and difficult conversations * Ability to account to stakeholders and hold others to account * Proven leadership 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 * Detailed knowledge of the structure and content of the current primary curriculum and Early Years curriculum * Understanding and knowledge of current issues in education, including the current Ofsted Inspection Framework * Experience & knowledge of school financial management systems | * Understanding of the National Standards of excellence for Headteachers (Jan 15) | * Application form * Selection Process * Work related testing * References * Professional Profiling Exercise |
| Personal Qualities | * A clear vision for creating an exciting, happy and high-quality learning environment, including the use of outdoor learning, and   an understanding of the needs of all pupils in order to close gaps and ensure all pupils achieve their full potential   * An enthusiasm for finding opportunities to work with other organisations and the local community to bring a wide range of experiences and perspectives to children * 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. | * Place a high priority on building relationships | * Application form * Selection Process * Work related testing * References * Professional Profiling Exercise |

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

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.