



Head teacher Person Specification

The essential requirements that are necessary to do this job are listed below. In your application, you should state clearly how your knowledge, Skills and Experience meet these requirements, as the Panel will reach a decision on whether or not to short-list you based on the information you provide.

Factor	Essential	Desirable	Assessment means
Qualifications and Training	<ul style="list-style-type: none"> Degree Recognised teaching qualification 	<ul style="list-style-type: none"> Evidence of appropriate Continuous Professional Development NPQH qualification 	Application process Interview
Factor	Essential	Desirable	Assessment means
Experience	<ul style="list-style-type: none"> Substantial and successful experience as a current Head Teacher, Interim Head Teacher, Deputy Head Teacher, or equivalent role Involvement in school self-evaluation, development, and improvement planning Demonstrable experience of successful line management and staff development Experience of leading successful whole school change 	Knows about and has experience of: <ul style="list-style-type: none"> Implementing an effective and appropriate curriculum for mixed year group classes Effective, impactful use of pupil premium funding 	Application Process Interview

	<ul style="list-style-type: none"> • Strong track record of leading and implementing successful programmes/strategies to ensure high quality teaching and learning • Proven experience of working within Primary Education 	<ul style="list-style-type: none"> • Experience of managing or overseeing early years provision and curriculum 	
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Factor	Essential	Desirable	Assessment means
Leadership skills and knowledge	<ul style="list-style-type: none"> • Ability to create, communicate and secure commitment to a vision, inspiring others with your passion for education • Demonstrate drive and motivation to promote a culture of learning. • Ability to demonstrate how school values and ethos have impacted on an initiative or project that you played a key role in • Proven understanding of school finances and financial and resource management. • Data analysis skills, and the ability to use data to set targets and identify areas to improve • Strategic leadership of improving outcomes for all pupils, including those with additional and special educational needs and disabilities to fulfil their potential • Evidence of promoting equality of opportunity and diversity • Demonstrate the ability to ensure the effective management of school premises, maintaining and improving the school environment and effective management of health and safety 	Proven experience of contributing to “preparing children for life in modern Britain.”	Application process Interview

Factor	Essential	Desirable	Assessment means
Accountability	<p>Knows about or has experience of:</p> <ul style="list-style-type: none"> • The use of a range of evidence including performance data, to support, monitor and improve 		Application process Interview

	<p>aspects of school life, including challenging under performance</p> <ul style="list-style-type: none"> • The principles and practice of quality assurance systems, including school review, self evaluation, and performance management • Working effectively and appropriately with the Governing Body to enable it to meet its responsibilities. 		
Factor	Essential	Desirable	Assessment means
Professional Qualities	<p>Is able to:</p> <ul style="list-style-type: none"> • Display resilience • Show personal integrity • Accept responsibility • Be a good listener and show empathy • Demonstrate evidence of delegating and empowering self-developing teams • Think strategically, make decisions, and communicate effectively, while maintaining attention to detail. • Inspire, motivate, and challenge the whole school community • Use coaching skills to support staff appropriately • Prioritise, plan, and organise themselves and others • Think creatively to anticipate and solve problems • Provide evidence of working towards Head Teacher standards, and developing professionally in line with teacher standards. 		Interview