## Person specification - Silver Tree Primary School and Nursery

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| Application | * Fully completed application form outlining how you meet the essential criteria   AND   * 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) |  | * Application form * Selection Process |
| Qualifications | * Qualified Teacher status | * National Professional Qualification for Headship * Evidence of further study - this could be ongoing and/or Further Professional Qualifications | * Application form * Selection Process * Certificates |
| Experience | * Successful substantive experience at senior leadership level within the primary age range * Teaching experience in more than one Key Stage * Experience of successful and cooperative working as a member of a team * Experience of the successful leadership of change * Experience of improving teaching and learning * Experience of promoting safeguarding procedures in a school as a Designated Safeguarding Lead * Experience of successfully adapting teaching to meet the needs of all pupils, including those with SEND. * Knowledge of working in a school with high levels of disadvantaged pupils | * A range of leadership experience in more than one context * A range of teaching experience in more than one school * Experience of working with Governors * Experience and understanding of working in school with high levels of disadvantaged pupils * Experience of supporting pupils who find it difficult to manage their own behaviour | * Application form * Selection Process * References |
| Professional Development | * Have wide current knowledge and understanding of education and school systems locally and nationally * Research and development covering leadership and curriculum 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 of others * Experience of leading performance management | * Application form * Selection Process * References |
| Skills/ knowledge | * Have a clear vision and be able to share it effectively * Ability to communicate effectively in a variety of situations * Ability to promote the work of a school and engage in the local community * 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 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 National Curriculum and Early Years Framework * Understanding and knowledge of current issues in education, including the current Ofsted Inspection Framework * Knowledge of administration and financial management | * Experience of administration and budget management processes * Understanding of the Headteachers’ Standards 2020 | * Application form * Selection Process * References |
| Personal Qualities | * Shows integrity, creativity and innovation * Emotionally intelligent, resilient and approachable * 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 clear commitment to staff wellbeing and management of workload |  | * Application form * Selection Process * References |

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.