

Person Specification

Attributes	Essential	Desirable	Method of Assessment
Application	- In addition to a fully completed application form, that should focus on evidencing how you meet each of the selection criteria, applicants should submit a well-structured supporting letter outlining the impact their leadership has had on outcomes for pupils. (No more than 1000 words)		
Qualifications	- Qualified Teacher status - National Professional Qualification for Headship (Recommended) OR Existing Headteacher OR recently served as a substantive Headteacher OR a Deputy Headteacher OR Assistant Headteacher	Evidence of further study - this could be ongoing and/or Further Professional Qualifications	- Application form - Selection Process - Certificates
Experience	- Successful substantive experience at Senior Management level within a primary school, with evidence of sustained whole-school impact. - Experience of successful and cooperative working as a member of a team - Leadership of teaching, curriculum and assessment across multiple subjects/phases. - Experience of the successful leadership of change, appraisal, and staff development. - Experience of improving teaching and learning - Experience of promoting safeguarding procedures in a school	- A range of leadership, management and teaching experience in more than one school, federation or trust. - Teaching experience in more than one Key Stage - Experience as a DSL or deputy DSL - Experience reporting to governors and/ or leading strategic priorities.	- Application form - Work related testing - References
Safeguarding	- Deep commitment to safeguarding and promoting children's welfare, with sound knowledge of KCSIE 2026, safer recruitment, professional boundaries, allegations and low-level concerns. - Ability to establish a whole-school safeguarding culture, work with statutory partners and exercise sound professional judgement under pressure.	Safeguarding accreditation or specialist safeguarding leadership experience.	- Application form - Work related testing - References

Professional Development	• 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	• Experience of planning and managing professional development • Delivery of professional development beyond own setting.	• Application form • Selection Process • Work related testing • References
Skills and Knowledge	• Ability to communicate effectively in a variety of situations • 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 including developing leadership capacity • 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, assessment early reading and accountability. • Understanding and knowledge of current issues in education, including the current Ofsted Inspection Framework	• Knowledge and understanding of administration and budget management processes • Understanding of the Headteachers' Standards 2020	• Application form • Selection Process • Work related testing • References
Personal Qualities	• 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 / families. • Commitment to working with other schools and organisations in order to secure excellent achievements for all pupils • Ability to lead by example and develop others		• Application form • Selection Process • Work related testing • References

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

The School and Governing Board is committed to safeguarding and promoting the welfare of children and young people and requires all employees and volunteers to share this commitment.