

Headteacher Person Specification

The essential requirements that are necessary to undertake this role are listed below. In your application, you should state clearly how your knowledge, skills and experience meet these requirements.

	Essential	Desirable	Assessment means
Qualifications and Training	- Degree or equivalent qualification - DfE recognised teaching qualification (QTS) - Commitment to continuous professional development and reflective practice.	- Evidence of appropriate Continuous Professional Development - NPQH or equivalent leadership qualification - Designated Safeguarding Lead qualification	Certificates Application
Leadership Experience	- Successful experience as a senior leader in a primary school. - Significant leadership experience with responsibility for whole-school improvement. - Proven track record of raising standards and improving outcomes for pupils. - Experience of leading, motivating and developing staff through performance management, professional development and organisational change to achieve high standards and sustained school improvement. - Ability to build a culture of collaboration, trust, professionalism and continuous improvement.	Experience of leading a school through inspection or external review.	Application Interview References
School Improvement	- Strong understanding of effective teaching, learning and assessment within primary education. - Demonstrable experience of using self-evaluation, performance information and evidence-informed practice to drive continuous improvement. - Successful experience of improving the quality of teaching and learning and raising pupil achievement.		Application Interview

	• Strong understanding of curriculum design, implementation and assessment.		
Safeguarding, attendance and inclusion	• Demonstrable commitment to safeguarding and promoting the welfare of children and young people. • Thorough understanding of statutory safeguarding responsibilities and safer recruitment requirements. • Experience of promoting inclusion and supporting pupils with SEND and other additional needs. • Understanding of strategies to improve attendance, reduce persistent absence and support vulnerable pupils. • Commitment to equality, diversity and inclusion and ensuring high aspirations for all pupils.	• Demonstrable commitment to safeguarding and promoting the welfare of children and young people.	Application Interview
Governance, Finance and Accountability	• Experience of working effectively with governors, trustees or equivalent strategic bodies. • Understanding of school finance, resource management and value-for-money principles. • Understanding of statutory responsibilities relating to education, employment, safeguarding, equality, attendance and health and safety • Ability to provide clear and accurate information to support informed decision-making and accountability.	• Experience of presenting reports to governing bodies. • Experience of managing a delegated school budget.	Application Interview
Partnership and Community Engagement	• Commitment to promoting the school's values and reputation within the local community. • Experience of working collaboratively with other schools, educational settings or professional networks. • Ability to communicate effectively with a wide range of stakeholders.		Application Interview References
Personal Qualities	• Inspirational and strategic leader with a clear vision for educational excellence. • High levels of integrity, resilience and professional credibility. • Strong interpersonal and communication skills. • Ability to make sound judgements and decisions under pressure.		Interview References

	• Commitment to the values of public service, inclusion and continuous improvement.		
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