



Headteacher Person Specification

Please note that Candidates will only be shortlisted if they have demonstrated that they can meet all the essential criteria

	Essential	Desirable	Evidenced by:
Professional Qualifications	<ul style="list-style-type: none"> • Qualified Teacher with Qualified Teacher Status • Evidence of continuing professional development relating to School Leadership and Curriculum Development 	NPQH or equivalent	Application/document inspection
Leadership	<p>We are looking to evidence:</p> <ul style="list-style-type: none"> • Established Leadership experience • A sound understanding of Foundation Stage to Key Stage 2 • An understanding of and commitment to, promoting and safeguarding the welfare of pupils 		Application and supporting letter/interview process
Culture	<p>We are looking to evidence how you have:</p> <ul style="list-style-type: none"> • Embraced a culture where pupils experience a positive and enriching school life • Upheld ambitious educational standards that prepare pupils from all backgrounds for their next phase of education and life 		Application and supporting letter/interview process
Teaching, Curriculum and Assessment	<p>We are looking to evidence how you have:</p> <ul style="list-style-type: none"> • Established and sustained high-quality, expert teaching, built on an evidence-informed understanding of effective teaching and how pupils learn • Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties • Contributed to a broad, structured and coherent curriculum entitlement that sets out the knowledge, skills and values that will be taught • Established effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities • Ensured that all pupils are taught to read the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in school that teach early reading • Worked within a culture of high staff professionalism 		Application and supporting letter/interview process
Behaviour	<p>We are looking to evidence how you have:</p> <ul style="list-style-type: none"> • Contributed to establishing and sustaining high expectations of behaviour for all pupils, built upon relationships, rules and routines • Implemented consistent, fair and respectful approaches to managing behavior ensuring that adults within the school model and teach good behaviour 		Application and supporting letter/interview process

Additional and special educational needs and disabilities	<p>We are looking to evidence how you have:</p> <ul style="list-style-type: none"> • Ensured your school holds ambitious expectations for all pupils with additional and special educational needs and disabilities so that all can access the curriculum and effective learning • Ensured your school works effectively in partnership with parents, carers and professionals, to identify additional needs and special educations needs and disabilities providing support and adaptation where appropriate • Managed the increasing needs of children, including those with SEND, with an ever decreasing budget 		Application and supporting letter/interview process
Professional development	<p>We are looking to evidence how you have:</p> <ul style="list-style-type: none"> • Prioritised the professional development of staff, ensuring effective planning, delivery and evaluation, whilst balancing the priorities of whole-school improvement, team and individual needs in line with the school budget 		Application and supporting letter/interview process
Organisational management and continuous School Improvement	<p>We are looking to evidence how you have:</p> <ul style="list-style-type: none"> • Prioritised and allocated financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds • Established or contributed to systems, processes and policies that enable school to operate effectively and efficiently whilst ensuring rigorous approaches to identifying, managing and mitigating risk • Ensured careful and effective implementation of improvement strategies, by identifying and analysing problems that leads to sustained school improvement over time • 		Application and supporting letter/interview process
Working in partnership	<p>We are looking to evidence how you have:</p> <ul style="list-style-type: none"> • Enhanced relationships within and beyond the school, working in partnership with parents, carers and the local community • Worked successfully with other schools, establishing and maintaining working relationships with fellow professionals and colleagues across other services to improve educational outcome for all pupils 		Application and supporting letter/interview process
Governance and accountability	<p>We are looking to evidence how you have:</p> <ul style="list-style-type: none"> • Contributed to effective governance, upholding the obligation to give account and accept responsibility 		Application and supporting letter/interview process