



Person Specification

| Qualifications and Experience | Essential/ Desirable | Evidenced |
|---|-------------------------|-----------|
| 1.1 Qualified Teaching Status and honours degree or equivalent. | E | A |
| 1.2 Evidence of on-going professional development that prepares the applicant for the post. | E | A/I |
| 1.3 Recent experience of working successfully as a leader in a primary school (i.e. Deputy Headteacher, Assistant Headteacher or in another leadership role). | E | A/I/R |
| 1.4 Evidence of significant whole school responsibilities and experience of turning policy into effective and successful practice. | E | A/I/R |
| 1.5 A clear understanding and application of the essential qualities necessary for effective teaching and learning. | E | I |
| 1.6 Experience of working across the whole primary phase, with an emphasis on experience in KS1. | D | A/I |

| Knowledge, skills and abilities | Essential/ Desirable | Evidenced |
|---|-------------------------|-----------|
| 2.1 Develop and review whole school systems to ensure robust evaluation of school performance and action to secure improvement. | E | A/I/R |
| 2.2 Lead and manage a school team to successfully achieve agreed goals. | E | A/I/R |
| 2.3 Develop and deliver effective and inspirational professional development for staff (including coaching and mentoring). | E | A/I/R |
| 2.4 Demonstrate high quality teaching strategies. | E | A/R |
| 2.5 Experience of monitoring standards through teaching and learning observations, work scrutiny and planning / data reviews. | E | A/I/R |
| 2.6 Communicate effectively to a wide range of different audiences including external agencies. | E | A/IR |
| 2.7 Commitment to Safeguarding and promoting the welfare of all children. | E | A/I/R |
| 2.8 An understanding of the value of self-evaluation. | D | A/I/R |
| 2.9 Thorough knowledge of the curriculum. | E | A/I/R |
| 2.10 Experience of successfully leading an area of curriculum development. | E | A/I/R |
| 2.11 Engagement with current educational research. | D | A/I/R |

| Leadership and Management - personal and professional qualities | Essential/ Desirable | Evidenced |
|---|---------------------------------|------------------|
| 3.1 The ability to inspire, lead, motivate both colleagues and pupils by leading through example. | E | A/I/R |
| 3.2 A genuine passion and commitment to the development of young people. | E | A/I/R |
| 3.3 Commitment to ensuring inclusion. | E | A/I/R |
| 3.4 The ability to make informed decisions under pressure. | E | A/I/R |
| 3.5 The ability to work independently and as part of a team. | E | A/I/R |
| 3.6 Creative, enthusiastic, proactive and solution focused; keen to embrace new ideas and challenges. | E | A/I/R |
| 3.7 A strong personal motivation and drive, loyalty, flexibility and a good sense of humour | E | A/I/R |
| 3.8 Willing to take part in extracurricular activities. | D | A/I/R |
| 3.9 An ability to stand back from situations and appreciate the wider implications. | E | A/I/R |
| 3.10 An ability to form positive relationships with a range of stakeholders invested in the school. | E | A/I/R |

| Commitment | Essential/ Desirable | Evidenced |
|---|---------------------------------|------------------|
| Demonstrate a commitment to: | | |
| 4.1 Equality | E | A/I/R |
| 4.2 Promoting the school vision and values. | E | A/I/R |
| 4.3 Relating positively to and showing respect for all members of the school and wider community. | E | A/I/R |
| 4.4 On going professional development. | E | A/I/R |
| 4.5 Safeguarding. | E | A/I/R |

Evidence:

A = Application.

I = Interview.

R = Reference.