



## 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	Tested by
Professional Qualifications	<p>Qualified teacher with Qualified Teacher status</p> <p>Evidence of commitment of continuing professional development relating to school leadership or curriculum development</p> <p>Enhanced DBS</p>	NPQH or equivalent	Application/document inspection
Relevant experience	<p>Established leadership and teaching experience</p> <p>An understanding of, and commitment to, promoting and safeguarding the welfare of pupils</p> <p>A sound understanding of Early Years to KS2</p>	Leadership experience preferably in more than one setting and/ or including multiple form entry schools	Application and supporting letter/interviews
Culture	<p><i>We are looking for you to evidence how you have:</i></p> <p>1. Sustained and developed your school's ethos and strategic direction</p> <p>2. Contributed to a culture where pupils experience a positive and enriching school life whilst still upholding ambitious educational standards</p> <p>3. Maintained positive and respectful relationships across the school community and a safe, orderly and inclusive environment</p>		Supporting letter/interview
Teaching, inclusion, curriculum and assessment	<p><i>We are looking for you to evidence how you have:</i></p> <p>4. Contributed to high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how all pupils learn</p> <p>5. Contributed to the embedding of a broad, structured and coherent curriculum entitlement whilst developing curriculum leadership</p> <p>6. Used data to direct school resources in the most effective way whilst empowering and trusting staff to improve the learning experience for the children</p> <p>7. Sustained practices that enable all pupils, regardless of their needs and abilities to access the curriculum and learn effectively, particularly ensuring the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities</p>		Supporting letter/interview
Behaviour and working in partnership	<p><i>We are looking for you to evidence how you have:</i></p> <p>8. Sustained high expectations of behaviour</p>		Supporting letter/interview

	<p>9. Demonstrated positive impact on parents and carers whilst using a range of strategies to lessen the impact on the school environment</p> <p>10. Forged constructive relationships within and beyond the school</p>		
Professional development	<p><i>We are looking for you to evidence how you have:</i></p> <p>11. Prioritised the identification of effective and efficient direction of training for appropriate members of staff</p> <p>12. Ensured that professional development opportunities draw on expert provision from beyond the school, as well as from within it</p>		Supporting letter/interview
Organisational management, governance and accountability	<p><i>We are looking for you to evidence how you have:</i></p> <p>13. Contributed to effective approaches to safeguarding</p> <p>14. Prioritised and allocated financial resources and contributed to systems and policies that enable the school to operate effectively and efficiently</p> <p>15. Ensured rigorous approaches to identifying, managing and mitigating risk</p> <p>16. Ensured that staff know and understand their professional responsibilities and are held to account</p> <p>17. Contributed to and welcomed a professional working relationship with those responsible for effective governance</p>		Supporting letter/interview
Continued School Improvement	<p><i>We are looking for you to evidence how you have:</i></p> <p>18. Made use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement</p> <p>19. Ensured careful and effective implementation of improvement strategies, which lead to sustained school improvement over time</p>		Supporting letter/interview