**HEADTEACHER PERSONAL SPECIFICATION**

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| **Qualifications or Training** | **Essential** | **Desirable** |
| Qualified Teacher Status | **E** |  |
| NPQH or be willing to undertake it |  | **D** |
| Evidence of recent professional development/academic study, preferably with a leadership focus |  | **D** |
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| **Experience** |  |  |
| Impact of working strategically at a senior level in a primary school | **E** |  |
| Experience of successfully raising standards, particular for vulnerable groups of pupils such as special educational needs (SEN). Experience and knowledge of SEN. | **E** |  |
| Secure knowledge and understanding of the current Primary curriculum and Early Years Foundation Stage curriculum | **E** |  |
| Experience of school self-evaluation and performance management processes and their impact on raising standards |  | **D** |
| Experience of managing resources and people | **E** |  |
| Experience of leading a large-scale project or working through a period of change. |  | **D** |
| Leadership: proven experience of leadership in an educational setting. | **E** |  |
| Safeguarding awareness with a strong understanding of safeguarding policies and practices. | **E** |  |
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| **Practical Skills** |  |  |
| Knowledge of the coaching skills and evidence-based training required to ensure an exemplary quality of education | **E** |  |
| Commitment to inclusion and the right of every pupil to be the best they can be and knowledge of the strategies for ensuring inclusion, diversity and access. | **E** |  |
| Ability to inspire, challenge, motivate and empower staff | **E** |  |
| Ability to collaborate and network with others | **E** |  |
| Creative and successful management of change and initiatives which impact on raising achievement | **E** |  |
| Ability to gather and analyse evidence and data from first hand and other sources, and use the results to make secure judgements about the quality of provision |  | **D** |
| Astute financial and resource management | **E** |  |
| Experience of managing challenging behaviour of staff, pupils and parents and a commitment to restorative practices |  | **D** |
| A thorough knowledge of current educational issues (statutory & non-statutory) & initiatives affecting schools. | **E** |  |
| Ability to provide concise and accurate reports to a range of stakeholders, including the governing body and the local authority |  | **D** |
| Strategic vision: ability to develop and implement a strategic vision for the school focusing on continued improvement | **E** |  |
| Familiarity with integrating technology into the classroom to enhance learning and understanding the changing technological landscape. |  | **D** |
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| **Personal Qualities & Attributes** |  |  |
| Innovative and creative approach to raising achievement |  | **D** |
| Passion for teaching & learning | **E** |  |
| Commitment to safeguarding and promoting the welfare of children and young people | **E** |  |
| Emotional resilience and ability to work calmly, patiently and sensitively under pressure | **E** |  |
| Excellent interpersonal and communication skills | **E** |  |
| Highly competent organisational skills |  |  |
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