

Headteacher Person Specification

Qualifications	Essential	Desirable
DfE recognised qualified teacher status	✓	
Evidence of recent continuing professional development	✓	
National Professional Qualification for Headship		✓

Experience	Essential	Desirable
Minimum of two years successful experience as a Headteacher or a Deputy Headteacher	✓	
Successful experience of raising attainment and progress in a whole school environment	✓	
Successful teaching of pupils in KS2 phase	✓	
Planning, determining and organising major curriculum areas	✓	
Successful experience of managing change in an organisation	✓	

Knowledge and Understanding	Essential	Desirable
What constitutes an outstanding school	✓	
Ways to communicate and translate a shared vision into practice	✓	
Comparative data and performance indicators to establish benchmarks and set targets for improvements	✓	
National policy frameworks and current legislation and initiatives	✓	
Principles of effective teaching and assessment for learning	✓	
Roles and responsibilities of the Governing Board, LA and of the requirements for accountability	✓	
School budget management and financial responsibilities	✓	
Strategies for fostering school improvement, including attendance and behaviour for learning	✓	
Knowledge of statutory assessment at the end of KS2	✓	
Knowledge and experience of safeguarding children and young people	✓	

Personal and Professional Qualities	Essential	Desirable
Commitment to the welfare and safeguarding of young people	✓	
Strong personal motivation and drive for results	✓	
The ability to inspire and motivate staff, students and the wider community and engage their active commitment to your vision	✓	
Commitment to ensuring inclusion, addressing diversity and access	✓	
Commitment to own personal and professional development and that of staff	✓	
The ability to be strategic and creative in the planning and organising of self and others in order to deliver work and prevent future problems	✓	
The ability to communicate effectively (both verbal and written) in a timely way and be receptive to other peoples' opinions	✓	
The ability to project the school in a positive way and establish the school at the heart of the community	✓	
The ability to engage parents in supporting children's learning	✓	
Commitment to the personal integrity, the values of the school and an ethical, open style of management	✓	
The ability to understand and appreciate the school's current strengths and the ways in which these might be further developed	✓	