Person specification: Headteacher
Handale Primary School
September 2020

	Essential	Desirable	Method of Assessment
Application	Well-structured supporting letter indicating evidence of impact in attainment and progress that has resulted in sustained improvement in pupil achievement (No more than 1000 words)		
Qualifications	Qualified Teacher status	National Professional Qualification for Headship Evidence of further study - this could be ongoing and/or Further Professional Qualifications	Application form Selection Process Certificates
Experience	Successful substantive experience at Senior Management level within a primary school. Experience of successful and cooperative working leading team members Experience of the successful leadership of change Experience of improving teaching and learning Experience of promoting safeguarding procedures in a school	A range of leadership, management and teaching experience in more than one context Teaching experience in more than one Key Stage Significant Deputy Headship experience	Application form Selection Process Work related testing References
Professional Development	Have wide current knowledge and understanding of education and school systems locally and nationally Research and development covering leadership, curriculum and management issues that have resulted in successful change and effective practice Significant contribution and evidence of impact to the professional development of other colleagues in school	Experience of planning and managing professional development	Application form Selection Process Work related testing References
Skills/knowledge	Ability to communicate effectively in a variety of situations Ability to account to stakeholders and hold others to account Proven leadership skills Ability to lead by example	Knowledge and understanding of administration and budget management processes Understanding of the National Standards of excellence for Headteachers	Application form Selection Process Work related testing References Professional Profiling Exercise

	drawing on their own and others expertise, skills and knowledge Ability to lead, manage and organise an effective curriculum Ability to analyse and evaluate school self-evaluation processes including the use of external and internal data in order to accurately prioritise strategic leadership objectives Ability to initiate and lead change by inspiring and influencing others Evidence of being able to build and sustain effective relationships with staff, Governors, parents and the wider community Detailed knowledge of the structure and content of the current primary curriculum and Early Years curriculum Understanding and knowledge of current issues in education, including the current Ofsted Inspection Framework		
Personal Qualities	A clear vision and understanding of the needs of all pupils in order to close gaps in achievement A commitment to promoting high quality care guidance and support for pupils and parents Commitment to working with other schools and organisations in order to secure excellent achievements for all pupils A commitment and drive to move school forward, relishing a challenge to implement necessary changes required		Application form Selection Process Work related testing References Professional Profiling Exercise

Any relevant issues arising from references will be taken up at interview.

Handale Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.

Commented [MHB1]: