

 **Headteacher Person Specification**

**Please note that Candidates will only be shortlisted if they have demonstrated that they can meet all the essential criteria**

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|  | Essential | Desirable | Tested by |
| Professional Qualifications | Qualified teacher with Qualified Teacher statusEvidence of continuing professional development relating to school leadership and curriculum development Enhanced DBS  | NPQH or equivalent | Application/document inspection |
| Relevant experience | *Please evidence:* Your established Leadership experience A sound understanding of foundation to KS2 An understanding of, and commitment to, promoting and safeguarding the welfare of pupils  |  | Application and supporting letter/interviews |
| Culture | *Please evidence how you have:* Embraced a culture where pupils experience a positive and enriching school lifeUpheld ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life |  | Supporting letter/interview |
| Teaching, Curriculum and Assessment | *Please evidence how you have:* Established and sustained high-quality, expert teaching, built on an evidence-informed understanding of effective teaching and how pupils learn Ensured your school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties Contributed to a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taughtEstablished effective curricular leadershipEnsured that all pupils are taught to read through the provision of evidence-informed approaches to reading Worked within a culture of high staff professionalism |  | Supporting letter/interview |
| Behaviour | *Please evidence how you have:* Contributed to establishing and sustaining high expectations of behaviour for all pupils, built upon relationships, rules and routinesImplemented consistent, fair and respectful approaches to managing behaviour  |  |  |
| Additional and special educational needs and disabilities | *Please evidence how you have:* Ensured your school holds ambitious expectations for all pupils with additional and special educational needs and disabilities so that all can access the curriculum and learning effectivelyEnsured your school works effectively in partnership with parents, carers and professionals, to identify additional needs and special educational needs and disabilities  |  |  |
| Professional development | *Please evidence how you have:* Prioritised the professional development of staff, ensuring effective planning, delivery, and evaluation, whilst balancing the priorities of whole-school improvement, team and individual needEnsured that professional development opportunities draw on expert provision from beyond the school, as well as within it |  |  |
| Organisational management and continuous School Improvement | *Please evidence how you have:* Prioritised and allocated financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds Established or contributed to systems, processes and policies that enable school to operate effectively and efficiently whilst identifying, managing and mitigating riskEnsured careful and effective implementation of improvement strategies,  |  |  |
| Working in partnership | *Please evidence how you have:* Enhanced relationships within and beyond the school, to improve educational outcomes for all pupils |  |  |
| Governance and accountability | *Please evidence how you have:* Contributed to effective governance |  |  |

Your letter of application should be no more than 4 pages with font size 11.