

Person Specification

Willow Tree Community Primary School

Head Teacher

The applicant will be required to safeguard and promote the welfare of children and young people

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

[A] Qualifications

	E/D	A/I
Qualified Teacher Status	E	A
Degree	E	A
Meets the requirements re: the National Professional Qualification for Headship	D	A
Professional Development in preparation for Headship	E	A
Teaching Experience:		
Proven effective teaching experience across the primary phase	E	A

(B) Knowledge

	E/D	A/I/T
A comprehensive understanding of what constitutes effective teaching and learning	E	A/I
Knowledge of current developments relating to the curriculum and assessment at relevant key stages	E	A/I
An understanding of how data can be used to improve performance	E	I/T
A complete understanding of the school improvement cycle and the importance of monitoring and evaluation	E	A/I
An understanding of and commitment to meeting the needs of all pupils paying due regard to inclusive practice	E	A/I
Recognition of the importance of strategic financial planning and the principles of best practice in relation to budgetary management	E	A/I

(C) Skills abilities and competencies

	E/D	A/I
Demonstrate understanding of the principals of safeguarding and the importance of keeping our pupils safe	E	A/I
Demonstrate visionary leadership to inspire, challenge, motivate and empower teams and individuals to achieve high goals	E	A/I
Excellent and proven leadership skills	E	A/I
Outstanding communicator	E	I
Build and maintain quality relationships through interpersonal skills and effective communication with pupils, staff and other stakeholders	E	A/I

The ability to embrace manage and facilitate change	E	A/I
Foster and developing a caring, nurturing and a child centred ethos	E	A/I
Think analytically and creatively and demonstrate initiative in solving problems	E	I/T
Demonstrate a proven ability to lead school improvement and improve standards	E	A/I
The ability to create a vision and develop an ethos that meets, or even exceeds the aspirations of pupils, staff parents and governors	E	A/I
The ability to manage resources effectively in order to ensure value for money and quality school effectiveness.	E	A/I
The ability to develop a culture of effective relationships and communications structure with all members of the community, listening, reflecting and acting feedback	E	A/I

(D) Experience

	E/D	A/I
Significant strategic leadership experience at Head teacher	D	A/I
Significant strategic leadership experience at deputy head teacher level	E	A/I
Experience of bringing about significant improvement in the quality of learning and teaching in a school and maintaining the highest standards	E	A/I
Supporting staff in their professional/personal development including appraisal	E	A/I
Proven effective teaching experience across the primary phase	E	A/I
Experience of managing and resolving conflict	E	A/I

(E) Special Attributes – To be tested at all stages of the process

	E/D	A/I
To be able to demonstrate an understanding of the needs of pupils at this School and how these could be met	E	A/I
To be able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies	E	A/I
Inspirational	E	A/I
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E	A/I/R
Be approachable with a visible presence	E	I
Innovative	E	A/I
Passionate about teaching and learning	E	A/I

(F) Application Form and Supporting Statement

The form must be fully completed and legible. Applications should be no more than 2 sides of A4 paper and should provide evidence of how you believe you meet the person specification.

(G) Confidential References and Reports

Positive recommendation from all referees, including current employer one of which must be from your LA	E
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A – Application Form
I – Interview