

Person Specification

	Essential	Desirable
Relevant Education & Training	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree • Evidence of professional development and practice that prepares for this position • Leadership Training 	<ul style="list-style-type: none"> • NPQH or NPQSL • Coaching / Mentoring training • Attachment training or relationship-behaviour training • Anti-bullying training
Relevant Experience	<ul style="list-style-type: none"> • Substantial knowledge and understanding of learning and teaching across the primary age range. • Experience of a significant leadership role. • Experience of assessment for learning. • Leading and managing change. • Position of whole-school responsibility. • Experience of monitoring and giving feedback to colleagues, including observation of teaching/feedback from book scrutiny resulting in an improved outcome • Clear understanding and detailed knowledge of KS1 and KS2 current curriculum and assessment requirements. • Successful leadership of a team of staff. • Experience of developing subjects or aspects across the whole school. • Experience of coaching and/or mentoring. • Excellent and effective teacher, with teaching experience of varied age groups. • Experience of teaching in more than one key stage. • Experience of successfully managing challenging situations involving families, pupils and staff • Experience of Acting Headship • Effective data analysis and management 	<ul style="list-style-type: none"> • Experience of working in a close partnership of schools, or multi-academy trust • Experience of working with school governors. • Experience of effectively managing staff performance and supporting performance development. • Ability to recommend whole school practices to improve teaching. • Experience in the recruitment, selection and induction of new staff. • Management of budget and other resources • Experience of managing school systems, such as analysis of behaviour logs or monitoring schedules • Proficiency in a language, or performing and creative arts
Relevant Aptitudes	<ul style="list-style-type: none"> • Energy, enthusiasm and strong interpersonal skills. • To demonstrate leadership qualities including energy, resilience and positivity. • To demonstrate resilience and perseverance in the face of difficulties and challenge. • To further own professional development and keep abreast of research and innovation. • Commitment to pastoral care of children. • Commitment to distributed leadership involving teaching and support staff. • To be able to work on own initiative • To be prepared to challenge underachievement 	<ul style="list-style-type: none"> • To be able to develop and maintain effective relationships with all stakeholders • Creativity and ability to engage in critical reflection • To be able to deal sensitively with people, challenging when necessary, and able to resolve conflicts • To demonstrate a commitment to inclusion • The skills to be a role model for other staff in teaching and pastoral care throughout the school.