

## Person Specification

Requirement	Essential	Desirable
Qualification	<ul style="list-style-type: none"> <li>• If NPQH is not held alternative suitable academic and professional qualifications</li> <li>• Evidence of continuing professional development</li> </ul>	NPQH
Experience	<ul style="list-style-type: none"> <li>• Experience across the primary age range</li> <li>• Proven record of successful classroom teaching</li> <li>• Proven record of sustained successful senior leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in foundation stage</li> <li>• Experience of maintaining strong working partnership links with local schools</li> <li>• Liaison with external agencies</li> <li>• Experience of working in a school with high mobility.</li> </ul>
Leadership and Management	<ul style="list-style-type: none"> <li>• Proven leadership and management skills</li> <li>• A clear vision of excellence in education</li> <li>• A proven ability to raise educational standards and a commitment to high standards of achievement</li> <li>• Ensure accurate school self-evaluation to inform school improvement planning and subsequent budget planning</li> <li>• Understanding of the strategic role of the Governing Body and ability to work effectively with Governors</li> <li>• Ability to delegate, monitor and evaluate information</li> <li>• Evidence of good working relationships with parents and the wider school community</li> <li>• A commitment to and willingness to actively collaborate with local schools</li> <li>• Experience of Performance Management of both teaching and support staff to provide outcomes for pupils.</li> <li>• Commitment to the continuing professional development of all staff</li> <li>• Ability to lead by example and inspire others to achieve positive results</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of project management and dealing with finance and premises issues</li> <li>• Ability to ensure the governors continue to develop and remain abreast of current educational matters</li> </ul>

	<ul style="list-style-type: none"> <li>Ability to initiate and manage change sensitively and effectively in pursuit of strategic objectives</li> <li>A commitment to the protection and safeguarding of young people and an up-to-date knowledge of Child Protection procedures, including Online Safety, Filtering and Monitoring.</li> <li>An effective understanding of all aspects of compliance and relevant legislation including GDPR &amp; Health and Safety.</li> </ul>	
Knowledge and Skills/Teaching and Learning	<ul style="list-style-type: none"> <li>Ability to demonstrate knowledge of current curricular and educational issues/relevant legislation</li> <li>Clear knowledge and understanding of assessment and monitoring procedures and ability to implement these</li> <li>Commitment to inclusion and equality of access to educational provision for all children</li> <li>An understanding of consistent whole school approaches to behaviour management</li> <li>Clear understanding of what is effective teaching and learning</li> <li>A high regard for the personal achievement of each child</li> </ul>	<ul style="list-style-type: none"> <li>Innovative and creative approach to teaching and learning</li> <li>Understanding of research based educational development to support teaching and learning</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>Strong interpersonal and communication skills</li> <li>Adaptable and flexible approach</li> <li>Actively promote respect between children, staff, parents and governors</li> <li>Well organised with the ability to manage time effectively, delegate, prioritise and meet deadlines</li> <li>Ability to recognise and utilise staff strengths</li> <li>Ability to build, support, motivate and work as part of a high performing team</li> <li>Ability to inspire children</li> <li>Commitment to uphold the 7 principles of public life (the Nolan principles) at all times</li> </ul>	<ul style="list-style-type: none"> <li>Understanding the impact and effect of mobility on pupils including those in-service families</li> </ul>