



## NICOL MERE PRIMARY SCHOOL

### HEADTEACHER PERSON SPECIFICATION

<b>Qualifications and Continuing Professional Development</b>	<b>Essential or Desirable</b>	<b>Evidence Source</b>
Recognised degree or equivalent	Essential	A
Qualified Teacher Status	Essential	A
Hold NPQH or commit to undertaking this course upon appointment	Desirable	A
A recent and appropriate track record of professional development relating to school leadership	Essential	A
A track record of collaborative working with other schools	Desirable	A, I

<b>Experience</b>	<b>Essential or Desirable</b>	<b>Evidence Source</b>
Successful experience of teaching and leadership across the Primary stages	Desirable	A, I
Experience of being a member of the Senior Leadership Team in a primary school	Essential	A, R
Proven track record in raising educational standards for all pupils in EYFS, KS1, KS2, as well as specific groups	Essential	A, I, R
Understanding and some experience of strategic financial planning, budgeting and resource management	Essential	A, I
A strong commitment to fostering and developing the relationships between the school, local and wider community.	Essential	A, I
Proven experience of implementing effective school self-evaluation and school improvement	Essential	A, I
A commitment to effective continuous professional development for all	Essential	A, I
Ability to exemplify how the needs of all groups have been met through high-quality teaching (e.g. SEN, EAL, Most Able, PP, FSM, gender)	Essential	A, I

<b>Knowledge and Skills</b>	<b>Essential or Desirable</b>	<b>Evidence Source</b>
Able to articulate and share an ambitious strategic vision that gains ownership throughout the school	Essential	A, I
Knowledge and understanding of current local education issues, regional and national developments and best practice in education	Essential	A, I
Ability to evaluate the standards of teaching and learning in school to raise standards	Essential	A, I, R
Ability to work successfully with pupils, parents, staff and the Governing Board	Essential	A, I
Ability to strategically lead, promote and demonstrate good communication systems to a range of audiences and stakeholders at all levels	Essential	A, I, R
Experience of and a commitment to sustaining a safe, secure and healthy environment, and to promoting diversity and equal opportunities	Essential	A, I

<b>Personal Skills and Attributes</b>	<b>Essential or Desirable</b>	<b>Evidence Source</b>
Reflective practitioner, able to respond to, support, develop and shape the creative energies of the leadership team and others	Essential	A, I, R
Ability to apply analytical, creative and flexible solutions in response to the constantly changing education environment	Essential	A, I
Demonstration of a high degree of personal integrity	Essential	A, I, R
Astute with good judgement; able to reach and justify difficult decisions	Essential	A, I, R

### **Application Form and Supporting Statement**

The form must be fully completed and legible. A supporting letter, of no more than three sides of A4 paper, font size 12, should clearly and concisely demonstrate how your experience relates to the person specification.

### **Confidential References and Reports**

Written references will be requested to confirm experiences, professional and personal knowledge, skills and abilities.

Proof of qualifications will be required at interview.

There must be a positive recommendation from your current employer.