**[](https://hermitage-westberks.secure-dbprimary.com/westberks/primary/hermitage)Hermitage Primary School**

**Headteacher**

**Person Specification**

The person specification below shows the key abilities and skills we are looking for in our new Headteacher. The selection panel will shortlist candidates on the basis of how well they meet the requirements of this person specification. We are looking for candidates who demonstrate knowledge and understanding of each area and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in a school context.

|  |  |  |
| --- | --- | --- |
| **Selection Criteria** | | **Essential (E) or Desirable (D)** |
| |  | | --- | | **Qualifications** | | * Qualified Teacher Status and degree/equivalent level qualification | E |
| * NPQH or further professional qualification. | D |
| |  | | --- | | **Experience** | | * Successful experience as a Deputy Head or Headteacher. | D |
| * Experience of senior management within a School | E |
| * Proven ability and excellence as a teacher at EYFS/KS1 or KS2. | E |
| |  | | --- | | **Strategic Direction and Development of the school** | | * Ability to provide clear educational vision and direction and lead by example. | E |
| * Ability to formulate aims, policies and plans and monitor, evaluate and review the impact of these. | E |
| * Knowledge of current educational developments. | E |
| * Ability to work in partnership with the Governing Board. | E |
| * Knowledge of statutory requirements. | E |
| |  | | --- | | **Leadership and Management** | | * Ability to lead, manage, motivate the whole school community. | E |
| * Ability to plan, allocate, delegate, support and evaluate work undertaken by groups, teams and individuals. | E |
| * Ability, and willingness, to be a team player, leading by example, and working collaboratively | E |
| * Able to set high standards for pupils and staff and to enthuse and encourage all to reach them. | E |
| * Ability to consult and negotiate effectively with different stakeholders involved with the school including pupils | E |
| * Proven interpersonal skills and an awareness of the needs of others. | E |
| * Displays commitment to the protection and safeguarding of children and showing up to date knowledge of the relevant legislation and guidance. | E |
| * Able to command credibility through inspirational visible leadership, demonstrating self-confidence, enthusiasm, humour and integrity. | E |
| * Adaptability and resilience to changing circumstances and new ideas. | E |
| **Standards** | * Experience of raising standards. | E |
| * Ability to collect, analyse and use data on pupils’ progress and attainment to raise standards, using appropriate systems including ICT. | E |
| * Ability to set and achieve challenging targets for the school, teachers and pupils and to motivate and encourage all to reach them. | E |
| **Teaching and**  **Learning** | * Understanding of the principles of effective teaching and learning and the ability to promote a culture of learning throughout the school. | E |
| * Understanding of the principles of how to engage children through an exciting & challenging curriculum. | E |
| * Successful experience of reviewing and developing the curriculum. | E |
| * Understanding of the role and impact of assessment in children’s learning. | E |
| * Successful experience of promoting the personal, social, moral, cultural and spiritual development of pupils. | E |
| **Ethos and**  **Inclusion** | * Demonstrate a commitment to work with others to reduce the barriers to inclusion and ensure that all pupils are given equal opportunity to fully participate in all aspects of school life. | E |
| * Ability to create and maintain an environment which promotes good behaviour, discipline and celebrates success. | E |
| * Able to continue the school’s current inclusive and nurturing ethos and culture and build upon this into the future. | E |
| * Demonstrate a welcoming and inclusive approach to all regardless of faith, creed, colour, gender, religious or sexual orientation. | E |
| **Relationship with Parents and the Wider Community** | * Successful experience of creating and maintaining effective partnerships with parents and the community, to enhance pupils learning. | E |
| **Deployment of Staff and Resources** | * Ability to set, interpret, monitor and manage a budget | E |
| * Ability to manage, monitor and review the use of all available resources, ensuring best value. | E |
| * Experience of recruiting, selecting and deploying staff. | D |
| **Organisational**  **skills** | * Able to plan and organise effectively and meet deadlines | E |
| * Able to sustain a healthy work-life balances by effective planning, delegation and prioritisation of tasks | E |
| **Other skills**  **and abilities** | * Committed to high expectations of behaviour | E |
|