



NORTHERN PARADE INFANT AND JUNIOR SCHOOL
Person Specification
Headteacher



	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Degree • Relevant CPD to demonstrate commitment to learning 	<ul style="list-style-type: none"> • National professional qualification for headship (NPQH) or other leadership training • Safer recruitment trained
Experience	<ul style="list-style-type: none"> • Successful leadership and management in a primary school and evidence of effective assessment and target setting • Proven ability and excellence as a teacher in EYFS/KS1 and/or KS2 • Experience of raising achievement within schools • Involvement in school self-evaluation and development planning • Demonstrable experience of successful change management • Working successfully to develop a wide range of relationships with governing bodies and other stakeholders 	<ul style="list-style-type: none"> • Three years senior management experience • Designated Safeguarding Lead Experience • Experience of leading performance management and staff development • Preparing for and responding to external oversight (Ofsted)
Skills and Knowledge	<ul style="list-style-type: none"> • Understanding of the latest standard for high-quality curriculum design and teaching with the ability to support staff in its delivery • Ability to develop a strategic vision to lead, inspire and motivate • Ability to build and maintain highly effective working relationships • Ability to use relevant data to identify strengths and weaknesses, and set appropriate targets and action plans to create improvement 	<ul style="list-style-type: none"> • Evidence of effective communication to the wider school community including parents, carers and other key stakeholders • Effective use of technology and a focus on areas of technology development for schools
Leadership & Management	<ul style="list-style-type: none"> • Ability to create a positive, innovative and friendly workplace • Able to listen to input whilst maintaining decision making authority • Experience in appropriately delegating responsibilities whilst monitoring to see they are being carried out • Responsive to changing situations with flexibility and adaptability 	<ul style="list-style-type: none"> • Involvement in self-evaluation.

Teaching and Learning	<ul style="list-style-type: none"> • An excellent classroom practitioner with a willingness to learn new teaching methods and good track record of success in student examination/test results. • Experience of lesson observation and quality assurance. 	
Personal qualities	<ul style="list-style-type: none"> • Passionate about learning and the development of the whole child to be able to reach their full potential • A commitment to achieving the best outcomes for all pupils, whatever their ability, and promoting the ethos and values of the school • A charismatic leader who is ambitious and has a positive personal impact • Ability to work under pressure and prioritise effectively • An open and confident communicator to a range of stakeholders including staff, parents/carers, governors • Ability to command the respect of staff and all stakeholders committed to transparency, approachability and building a sense of team • Commitment to safeguarding and working for the needs of all children • Commitment to equal opportunities, inclusivity and the promotion of diversity 	

March 2021