

Seven Mills Primary School

Headteacher Person Specification

Qualifications and Experience	Essential	Desirable	Check by application	Check by observation	Check by interview	Check by references
Qualified Teacher Status	Y					Y
At least seven years' teaching experience in a primary school	Y		Y			Y
At least three years' senior leadership experience in a primary school	Y		Y			Y
Relevant recent professional development for school leadership		Y	Y		Y	Y
Experience of teaching in at least two of the three primary phases		Y	Y			Y

Strategic Development and Shaping the Future

Experience of devising or contributing to one, three or five year forward plans for school improvement	Y		Y		Y	Y
Experience of financial planning in a school context	Y		Y		Y	Y
Experience of working with a school governing body	Y		Y		Y	Y
An understanding of the wider social and political contexts in which maintained schools operate		Y			Y	

Leadership

Ability to articulate a clear vision of what makes a good school	Y		Y			
Understanding of leadership styles in an educational context	Y				Y	Y
Ability to communicate effectively with whole-school groups	Y			Y	Y	Y
Ability to exercise emotional intelligence	Y			Y	Y	Y
Have own effective leadership style that combines clarity with good humour and warmth	Y			Y	Y	Y

Teaching and Learning

	Essential	Desirable	Check by application	Check by observation	Check by interview	Check by references
Ability to teach consistently strong lessons	Y			Y		Y
Experience of leading key aspects of teaching and learning within a school	Y		Y		Y	Y
Experience of using data to support school improvement	Y		Y	Y		Y
Experience of a range of strategies for monitoring the quality of teaching and learning		Y	Y		Y	Y

Staff Management and Development

Experience of performance management of staff	Y		Y		Y	Y
Ability to identify training and development needs in others	Y				Y	Y
Understanding of how to address staffing issues sensitively and compassionately but with clarity and challenge if necessary	Y				Y	Y

Managing Systems and Resources

Understanding of safeguarding requirements in primary schools	Y				Y	
Experience of leading safeguarding within a primary school		Y	Y			Y
Understanding of how IT systems are used in school finance and administration	Y				Y	
Experience of using and/or monitoring IT systems that are used for school finance and administration		Y	Y			Y
Understanding of health and safety requirements in primary schools	Y				Y	
Experience of monitoring health and safety in a primary school		Y	Y			Y
Understanding of best value principles		Y			Y	
Experience of managing capital development programmes		Y	Y			Y

Accountability

Understanding of the different stakeholders to whom the school is accountable, and the various ways in which that accountability is demonstrated	Y		Y		Y	Y
Experience of participation in school self-evaluation	Y		Y		Y	Y
Experience of preparation for and participation in a recent Ofsted inspection at a senior level		Y	Y		Y	Y
Ability to write clearly	Y		Y	Y		

Community

	Essential	Desirable	Check by application	Check by observation	Check by interview	Check by references
Ability to communicate effectively with parents in a range of different ways	Y		Y		Y	Y
Experience working with groups from the wider community		Y	Y		Y	Y
Experience of promoting equality		Y	Y		Y	Y
Experience of celebrating diversity		Y	Y		Y	Y