

# Headteacher Person Specification

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

**Post:** Headteacher

**School:** Bowlee Park Primary School – Large Outstanding Primary School

**Pay Range:** L25-L31 (£93,424 - £107,131)

**Responsible to:** Governing Board and Local Authority

## Assessment Methods:

A = Application | I = Interview | CC = Certificate Check | T = Task

## A. Qualifications & Professional Development

Criteria	Essential / Desirable	Assessment
Qualified Teacher Status (QTS)	Essential	A, CC
Degree or equivalent professional qualification	Essential	A, CC
Evidence of ongoing professional development relevant to senior leadership	Essential	A, I
National Professional Qualification for Headship (NPQH) or equivalent	Desirable	A, CC

## B. School Leadership and Management Experience

Criteria	Essential / Desirable	Assessment
Significant and successful senior leadership experience as Headteacher, Deputy Headteacher or Head of School in a primary school or similarly complex setting	Essential	A, I
Understanding of the school's vision, ethos and context	Essential	A, I
Proven track record of sustaining very high outcomes over time	Essential	A, I
Demonstrable ability to provide strategic leadership while maintaining strong operational oversight	Essential	A, I
Evidence of leading school self-evaluation and strategic development planning, successful implementation and evaluation of impact	Essential	A, I
Experience of monitoring and evaluating teaching and learning to raise standards for all pupils, including all vulnerable groups	Essential	A, I
Successful experience of leading and managing a large staff team effectively	Essential	A, I
Proven experience of leading/supporting performance management, providing challenge and professional support	Essential	A, I
Experience of leading effective staff development across the primary phase with demonstrable impact	Essential	A, I
Understanding of strategic financial and budget management	Essential	A, I, T
Experience of developing, implementing and evaluating statutory policies and procedures	Essential	A, I

<b>Criteria</b>	<b>Essential / Desirable</b>	<b>Assessment</b>
Strong knowledge and understanding of current national and local educational policy	Essential	A, I
Successful experience of working with and advising a Governing Board	Essential	A, I
Proven impact of behaviour management strategies that support a positive learning environment	Essential	A, I
Evidence of strong partnerships with families to promote a caring and inclusive school ethos	Essential	A, I
Experience of leading a school or contributing significantly to exceptional strong standards	Desirable	A, I
Strong commitment to safeguarding and promoting the welfare of children	Essential	A, I
Up-to-date knowledge of legislation relating to education and child protection	Essential	A, I
Proven experience of providing a strategic lead in safeguarding across the school.	Essential	A, I

### **C. Teaching, Learning and Standards**

<b>Criteria</b>	<b>Essential / Desirable</b>	<b>Assessment</b>
Deep understanding of high-quality teaching and learning in a primary setting across all key stages	Essential	A, I
Strong knowledge of curriculum design, assessment and progression	Essential	A, I
Ability to use data and evidence to drive consistently high pupil outcomes and maintain high standards year on year	Essential	A, I
Clear understanding of Ofsted framework and accountability	Essential	A, I
To demonstrate understanding and have experience of creating and maintaining an inclusive learning environment for all pupils	Essential	A, I
To have a detailed understanding of the SEND Code of Practice	Essential	A, I

### **D. Professional and Personal Attributes**

<b>Criteria</b>	<b>Essential / Desirable</b>	<b>Assessment</b>
Passion for achieving the very best outcomes for all children	Essential	A, I
Inspirational, enthusiastic and innovative leader with the ability to inspire confidence	Essential	A, I
Strategic thinker with the ability to manage complexity	Essential	A, I
Resilient, calm and decisive, with the capacity to lead a large and demanding organisation	Essential	A, I
Reflective, self-aware and open to challenge	Essential	A, I
Ability to communicate effectively with a wide range of audiences, orally and in writing	Essential	A, I

Criteria	Essential / Desirable	Assessment
Upholds and models the Seven Principles of Public Life and ethical leadership	Essential	A, I
Commitment to the wellbeing of pupils, staff and families	Essential	A, I
Leader of learning who promotes and models outstanding classroom practice	Essential	A, I
Ability to build effective and collaborative relationships with pupils, parents, staff, governors and the wider community	Essential	A, I
High levels of integrity, professionalism and emotional intelligence	Essential	A, I
Commitment to representing the school positively and maintaining its strong reputation	Essential	A, I