



Wharton Primary School

Head Teacher Person Specification

Employees of Wharton Primary School have a responsibility for, and must be committed to, safeguarding and promoting the welfare of children and young people and for ensuring that they are protected from harm.

	SHORT-LISTING CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
Qualifications and Experience				
1.	Qualified Teacher Status with degree level qualification	√		Application
2.	Further professional leadership qualification e.g. NPQSL, NPQH, Masters		√	Application
3.	Evidence of regular, recent, and appropriate professional development for the role of Head teacher	√		Application
4.	Experience as a Designated Safeguarding Lead	√		Application
5.	Proven recent, significant and substantial senior leadership at deputy head teacher level or above in a primary school	√		Application Interview Reference
6.	Evidence of substantial, successful class teaching in a primary school	√		Application
7.	Experience of teaching in more than one school	√		Application
8.	Experience of leadership in more than one school		√	Application
9.	Leadership of successful curriculum design and implementation resulting in improved outcomes for children	√		Application
10.	Evidence of implementation of successful whole school initiatives and strategies to improve outcomes for children	√		Application Interview
11.	Experience in planning, setting objectives, prioritising, and monitoring progress at a strategic and operational level	√		Application Interview
12.	Demonstrate a strong and sustained track record of improving pupil outcomes and closing attainment gaps across a diverse cohort, including high prior attainers, multilingual learners, disadvantaged pupils, and those with SEND, including SEMH	√		Application Interview
13.	Experience of developing effective partnerships with parents and outside agencies	√		Application Interview

14.	Experience of working successfully in partnership with governors to improve outcomes for children	√		Interview
15.	Experience of Budget Management within an educational framework including experience of making effective use of funding and other resources and strong financial planning and management skills	√		Application
Knowledge and Understanding				
15.	A clear understanding of what constitutes quality teaching through a deep understanding of how pupils learn, and the ability to develop a culture where striving for the best teaching and learning is central to the school's work	√		Interview
16.	Knowledge and understanding of curriculum expectations and frameworks across the three phases of primary education	√		Application Interview
17.	Effective school self-evaluation and improvement planning including the use of comparative data	√		Application Interview
18.	Strategies to promote high levels of behaviour and attendance	√		Interview
19.	Strategies to meet the needs of all pupils through inclusion, diversity and access within a culture of high expectations, acceptance and patience	√		Interview
20.	Up to date knowledge of national policies, priorities and statutory frameworks including curriculum and assessment	√		Application Interview
21.	Knowledge and understanding of the Education Inspection Toolkit	√		Interview
22.	Knowledge of and commitment to the implementation of the Safeguarding Children Agenda and Health & Safety procedures	√		Application Interview
Personal Skills, Abilities and Values				
23.	Highest levels of professional and personal integrity	√		Interview Reference
24.	Personal resilience, persistence, and perseverance	√		Application Interview Reference
25.	Relentless scrutiny and personal drive for maintaining and improving the highest expectations and outcomes for pupils and staff	√		Application Interview Reference
26.	Commitment to working flexibly outside of school hours to achieve outstanding outcomes for young people	√		Interview Reference
27.	Ability to inspire, motivate and support all staff and develop future leaders	√		Interview Reference
28.	Able to build and maintain effective relationships through strong interpersonal skills	√		Application Interview Reference
29.	To inspire and lead a team effectively, delegate appropriately and manage the performance of individual staff members	√		Application Interview Reference

30.	Ability to communicate verbally with, and write reports for, a range of stakeholders, including The LINK Education Trust, the local governing board, and external agencies	√		Interview Reference
31.	Enjoyment, energy and empathy for working with our children	√		Interview Reference
32.	A passion for developing partnerships between the school, the Trust, Trustees, local governors, parents and the wider community	√		Application Interview Reference
33.	Personal impact as a role model of demonstrating resilience, enthusiasm, optimism and integrity	√		Application Interview Reference
34.	A commitment to promoting, nurturing and developing pupils' personal development and well-being	√		Application Interview Reference
35.	Be able to build and nurture a strong, positive and collaborative team culture that enables all staff to carry out their roles to the highest standard and for all staff to work together to deliver school improvement	√		Interview Reference
36.	Ability to identify and utilise staff expertise to further develop the staff team to achieve school aspirations	√		Application Interview Reference
37.	Ability to lead staff through a period of change with sensitivity	√		Interview Reference
38.	Ambition, determination, and dedication ensuring that all Wharton's children reach their full potential	√		Application Interview Reference
39.	A commitment to maintaining and enhancing the positive ethos of The Trust and school	√		Application Interview Reference
40.	High levels of emotional intelligence in dealing with the day-to-day issues which affect all members of the school community	√		Interview Reference
41.	A commitment to the pastoral care of staff including your own wellbeing	√		Application Interview Reference
42.	Ability to promote and develop positive relationships with pupils, staff, parents, governors and the wider community through excellent interpersonal skills including effective communication	√		Application Interview Reference
43.	Show tolerance and respect for the rights of others, recognising differences and cultural diversity, while upholding the fundamental British values	√		Interview Reference
44.	Strong digital skills in relation to teaching and leadership in a primary school	√		Interview Reference