

Headteacher: Brookfields Primary School
PERSON SPECIFICATION
June 2018 for January 2019
Leadership Scale L21-27

Assessment focus: - blue shading

- 1 Written application 2 Documentary evidence 3 Interview process 4 References

EDUCATION AND PROFESSIONAL QUALIFICATIONS	Essential/Desirable	Assessment focus			
		1	2	3	4
Qualified teacher status	Essential				
Good honours degree	Essential				
Continuing professional development and/or accredited study relating to school leadership	Essential				
Up-to-date training for child safeguarding and safer recruitment	Essential				
NLE/LLE/SLE designation	Desirable				
National Professional Qualification for Headship (NPQH)	Desirable				
Higher degree in relevant discipline	Desirable				

EXPERIENCE AND KNOWLEDGE					
Outstanding leader with evidence of positive impact on whole school performance	Essential				
High quality and rapid change management	Essential				
Track record of outstanding teaching and leadership across the primary age range.	Essential				
Sustained and successful leadership in a variety of contexts	Essential				
Good knowledge and understanding of the wider educational landscape	Essential				
Development of successful teams for rapid impact	Essential				
Demonstrated meeting of the National Standards of Excellence for Headteachers	Essential				
Understanding of the characteristics of an effective learning environment	Essential				
Successful primary headship	Desirable				
Leadership of a school through a period of change and challenge	Desirable				
Leadership of a school through an Ofsted inspection with good outcomes	Desirable				
Leadership of a school to an improved Ofsted category	Desirable				
Maintenance of the performance of a school designated as outstanding	Desirable				
Successful senior leadership within a multi-academy trust	Desirable				
Successful working across more than one school or in an outward-facing role	Desirable				
Successful working with local governance and/or a board of trustees	Desirable				

SKILLS					
Ability to:					
Plan strategically, prioritise and delegate for rapid school improvement	Essential				
Articulate and share a vision of primary education to meet the Trust's aims and values	Essential				
Use excellent knowledge of primary pedagogy to accelerate pupils' progress	Essential				
Develop teams and systems for effective collaborative working and positive impact	Essential				
Inspire and motivate all stakeholders for raised aspirations and expectations	Essential				
Tackle challenging or critical situations and make difficult decisions, conveying outcomes with clarity and sensitivity	Essential				

Embrace the use of new technology and understand its potential for the future of teaching and learning	Essential				
Analyse data, set targets and monitor/evaluate progress	Essential				
Use robust appraisal processes to challenge underperformance at all levels and ensure rapid, corrective action	Essential				
Lead assessment strategies securely	Essential				
Consult and negotiate	Essential				
Lead an area of specialism across the Trust's schools	Essential				

PROFESSIONAL AND PERSONAL ATTRIBUTES

Outstanding leader with commitment to collaboration and partnership working	Essential				
Leadership style which encourages, inspires, motivates and empowers others	Essential				
Commitment to excellence in all aspects of work	Essential				
Strong commitment to school improvement and raising achievement for all pupils	Essential				
Ability to inspire and motivate all stakeholders to achieve the aims and demonstrate the values of the school and the Trust	Essential				
Self-aware, reflective, adaptable and emotionally intelligent	Essential				
Commitment to best practice in safeguarding and health and safety	Essential				
Strong presence and visibility as a senior leader, demonstrating optimism, perseverance and resilience	Essential				
Commitment to equalities and diversity in policy and practice	Essential				
Commitment to an inclusive school where pupils' personal, social and spiritual development is highly valued	Essential				
High quality communication skills – adapting to diverse audiences	Essential				
Acceptance of responsibility for outcomes	Essential				
High standards and expectations in terms of school organisation and good order, including the protection of Trust resources and assets and the management of pupils' behaviour	Essential				
Commitment to ensuring all children within the Trust are safeguarded	Essential				
Passion for pupils' learning and the provision of a broad, inspirational curriculum	Essential				
Preparedness to adapt roles and responsibilities as the Trust grows and develops	Essential				
Aspiration to develop an executive headship role in line with Trust growth	Desirable				