



PERSON SPECIFICATION

Headteacher at Newby and Scalby Primary School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Qualified Teacher status	x	
Graduate or equivalent	x	
Evidence of continuous professional development	x	
NPQH		x
EXPERIENCE AND SKILLS	Essential on appointment	Desirable on appointment
Experience across the appropriate age range	x	
Thorough knowledge of the National Curriculum	x	
Demonstrable experience of senior leadership in education	x	

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies;

Key Competencies	Essential on appointment	Desirable on appointment
Clarity of Vision	x	
Demonstrable commitment to inclusive education	x	
Setting and achieving challenging goals	x	
Skilful Communication according to audience	x	
High expectations of self and others	x	
Respect for others	x	
Adhering to principles and values	x	
Seeks organisational reflection	x	

SAFEGUARDING	Essential on appointment
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	
Demonstrate a commitment to safeguarding and the welfare of children and young people	x
Ability to form and maintain appropriate relationships and personal boundaries	x
Emotional resilience in working with challenging behaviours	x
Appropriate use of authority and discipline	x