



PERSON SPECIFICATION

Headteacher – Riccall 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	
Further professional/ academic study e.g. MA		X
Evidence of gaining or working towards NPQH or CEPQH qualification		X
Evidence of continuous professional development including recent leadership training	X	
EXPERIENCE AND SKILLS	Essential on appointment	Desirable on appointment
Experience across the Primary age range	x	
Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at primary level	x	
A proven track record for improvement, using the most appropriate evidence, taking into account the school and community context	x	
How they have challenged in a respectful and positive manner to maintain and develop relationships and improve the quality of outcomes	x	
Knowledge and application of setting high expectations and monitoring progress to continually raise standards of teaching and learning and outcomes for pupils	x	
Demonstrate experience of senior leadership as a minimum as a Deputy Head or Assistant Headteacher	x	
Up to date knowledge and understanding of Ofsted and expectations and its application.	x	
Taken a school through a successful Ofsted inspection in a leadership role		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
Passionate commitment to education	x	
Resilience	x	
Setting and achieving challenging goals	x	
High expectations of self and others	x	

Skilful communication according to audience	x	
Adhering to principles and values	x	
SAFEGUARDING These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure		Essential on appointment
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