



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	
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, Assistant Headteacher or Acting Headteacher	X	
Up to date knowledge and understanding of Ofsted and expectations and its application	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	
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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