



PERSON SPECIFICATION
Headteacher at Whitley and Eggborough Primary School
Caring, Helping and Sharing

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 gaining or working towards NPQH or CEPQH qualification		x
Evidence of continuous professional development	x	
EXPERIENCE AND SKILLS	Essential on appointment	Desirable on appointment
Experience across primary age range	x	
Demonstrate experience of senior leadership as a minimum as a Deputy Head or Assistant Headteacher	x	
Enthusiasm and expertise in developing and implementing a curriculum that is exciting and inspiring for children and staff alike	x	
A strong focus on continuous self and staff improvement and development, including effective feedback, delegation of appropriate tasks and empowerment of individuals and teams	x	
Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at primary level	x	
Knowledge and application of setting high expectations and monitoring progress in order to continually raise standards of teaching and learning and outcomes for pupils	x	
A proven track record for improvement, using the most appropriate evidence, taking into account the school and community	x	
Up to date knowledge and understanding of Ofsted and expectations and its application	x	
How they have challenged in a respectful and positive manner to maintain and develop relationships and improve the quality of outcomes	x	
Experience of working to ensure support for children with a range of SEND needs. An analytical understanding of pupils' learning and the features of successful classroom practice.	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	Desirable on appointment
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	appointment	
Passionate commitment to education	x	
Clarity of vision	x	
High expectations of self and others	x	
Skilful communication according to audience	x	
Adhering to principles and values	x	
Building effective teams	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