

PERSON SPECIFICATION
Headteacher at Amotherby Community 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 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	
Demonstrate experience of senior leadership as a minimum as a Deputy Head, Assistant Headteacher or equivalent.		
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 appointment	Desirable on appointment
Decision making / risk taking	x	
Setting and achieving challenging goals	x	
Accepts accountability and holding others to account	x	
Skilful communication according to audience	x	
Respect for others	x	
Building effective teams	x	
Seeks organisational reflection	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