



**PERSON SPECIFICATION  
Headteacher at Carr Infant and Nursery School**

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

<b>QUALIFICATIONS AND TRAINING</b>	<b>Essential on appointment</b>	<b>Desirable on appointment (if not attained, development may be provided for successful candidate)</b>
Qualified Teacher status	<b>x</b>	
Graduate or equivalent	<b>x</b>	
Evidence of gaining or working towards NPQH or CEPQH qualification		<b>x</b>
Evidence of continuous professional development	<b>x</b>	
<b>EXPERIENCE AND SKILLS</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>
Experience across the appropriate age range	<b>x</b>	
Enthusiasm and expertise in developing and implementing a curriculum that is exciting and inspiring for children and staff alike	<b>x</b>	
A strong focus on continuous self and staff improvement and development, including effective feedback, delegation of appropriate tasks and empowerment of individuals and teams	<b>x</b>	
Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at primary level	<b>x</b>	
Knowledge and application of setting high expectations and monitoring progress in order to continually raise standards of teaching and learning and outcomes for pupils	<b>x</b>	
Demonstrate experience of senior leadership as a minimum as a Deputy Head, Assistant Headteacher or equivalent.	<b>x</b>	
A proven track record for improvement, using the most appropriate evidence, taking into account the school and community	<b>x</b>	
Up to date knowledge and understanding of Ofsted and expectations and its application	<b>x</b>	
Able to maintain and develop relationships, improve the quality of outcomes and challenge when this is not the case.	<b>x</b>	
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.	<b>x</b>	

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;

<b>Key Competencies</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>

Resilience	<b>x</b>	
Setting and achieving challenging goals	<b>x</b>	
Accepts accountability and holding others to account	<b>x</b>	
Building networks	<b>x</b>	
Building effective teams	<b>x</b>	
Seeks organisational reflection	<b>x</b>	

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