



Achieve, Believe & Celebrate

MARSH GREEN PRIMARY SCHOOL

HEADTEACHER PERSON SPECIFICATION

Qualifications and Continuing Professional Development	Essential or Desirable	Evidence Source
Recognised degree or equivalent	Essential	A
Qualified Teacher Status	Essential	A
Hold NPQH or commit to undertaking this course upon appointment	Desirable	A
A recent and appropriate track record of professional development relating to school leadership	Essential	A
A track record of collaborative working with other schools	Desirable	A, I

Experience	Essential or Desirable	Evidence Source
Successful experience of teaching and leadership across the Primary stage	Essential	A, I
Experience of being a member of the Senior Leadership Team in a primary school	Essential	A, R
Proven track record in raising educational standards for all pupils in EYFS, KS1, KS2, as well as specific groups	Essential	A, I, R
Understanding of strategic financial planning, budgeting and resource management	Desirable	A, I
Commitment to fostering and developing the relationships between the school, local and wider community.	Essential	A, I
Proven experience of implementing effective school self-evaluation and school improvement	Essential	A, I
A commitment to effective continuous professional development for all	Essential	A, I
Ability to exemplify how the needs of all groups have been met through high-quality teaching (e.g. SEND, EAL, Most Able, PP, FSM, gender)	Essential	A, I

Knowledge and Skills	Essential or Desirable	Evidence Source
Able to articulate and share an ambitious strategic vision that gains ownership throughout the school	Essential	A, I
Knowledge and understanding of current education issues, regional and national developments and best practice in education	Essential	A, I

Ability to evaluate the standards of teaching and learning in school to raise standards	Essential	A, I, R
Ability to work successfully with the staff and Governing Board	Essential	A, I
Ability to strategically lead, promote and demonstrate good communication systems to a range of audiences at all levels	Essential	A, I, R
Experience of and a commitment to sustaining a safe, secure and healthy environment, and to promoting diversity and equal opportunities	Essential	A, I, R
Evidence of appropriate safeguarding training at senior leadership level	Essential	A, I, R

Personal Skills and Attributes	Essential or Desirable	Evidence Source
Reflective practitioner, able to respond to and shape the creative energies of the leadership team and others	Essential	A, I
Commitment to ensuring a healthy work life balance and promoting the health and wellbeing of all within our school community	Essential	A, I
Ability to apply analytical, creative and flexible solutions in response to the changing demands in school	Essential	A, I
Demonstration of a high degree of personal integrity	Essential	A, I
Astute with political acumen and good judgement; able to reach and justify difficult decisions	Essential	A, I

Application Form and Supporting Statement

The form must be fully completed and legible. A supporting letter, of no more than three sides of A4 paper, font size 12, should clearly and concisely demonstrate how your experience relates to the person specification.

Confidential References and Reports

Written references will be requested to confirm experiences, professional and personal knowledge, skills and abilities.

Proof of qualifications will be required at interview.

There must be a positive recommendation from your current employer.