



## 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.