

## Head Teacher, Lemington Riverside Primary School Person Specification

### Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### Essential

1	Recent experience as a successful Head or Deputy Head Teacher or Senior Manager.
2	Experience of curriculum subject and phase coordination including monitoring/evaluating and target setting.
3	Experience of working in partnership with Governors, staff, parents, pupils and the community.
4	A proven record of school improvement and development, through planning and delivery resulting from self - evaluation.
5	Evidence of successful teaching in one or more phases across the primary age range from Foundation Stage to Key Stage 2.

#### Desirable

6	Knowledge of teaching across the primary age range from Foundation Stage and Key Stage 1 to Key Stage 2.
7	Experience of evaluating the quality of teaching and learning.
8	Experience of working in strategic partnership with other schools, agencies or professionals to ensure the best outcomes for children and young people.
9	Experience of addressing barriers faced by socio-economic diversity.
10	Experience of successful teaching in more than one school or setting.
11	National Professional Qualification for Headship or other advanced qualification.

### Part B: Assessment Stage

During the assessment stage the application stage criteria and the criteria below will be further explored.

#### Essential

1	Able to develop in partnership with others a strategic vision for the school.
2	Has a thorough understanding of educational initiatives and relevant legislation.
3	Able to identify the need for change through self-evaluation methods and implement this successfully.
4	Has a sound knowledge of strategies to enhance teaching and learning opportunities within the school.
5	Effective financial and resource management skills.

6	Leadership qualities to motivate and inspire others.
7	Persuasive and confident in a range of different environments.
8	Able to plan, organise and prioritise.
9	Communicates well orally and in writing with all key stakeholders.
10	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> <li>▪ motivation to work with children and young people</li> <li>▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>▪ emotional resilience in working with children with challenging behaviours</li> <li>▪ attitude to the use of authority and maintaining discipline.</li> </ul>
11	No disclosure about criminal convictions or safeguarding concern that makes the applicant unsuitable for this post.
12.	As part of the assessment procedure the selection panel will take into account the latest Ofsted Report for the candidate's last school.

### **Part C: Additional Requirements**

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Barred List and/or POCA List (residential establishments only) check
3	Medical clearance
4	Dis-qualification by association check
5	Professional registration/QTS check with the National College for Teaching and Leadership
6	Two references from current and previous employers (or education establishment if applicant not in employment)