



## TANY'S DELL PRIMARY SCHOOL AND NURSERY HEADTEACHER PERSON SPECIFICATION

Our new headteacher will be expected to demonstrate consistently high standards of principled and professional conduct. They are expected to meet the teachers' standards and be responsible for providing the conditions in which teachers can fulfil them.

**The Headteacher should uphold and demonstrate the *Seven Principles of Public Life* at all times. Known as the Nolan principles, these form the basis of the ethical standards expected of public office holders:**

**Selflessness / integrity / objectivity / accountability / openness / honesty / leadership**

Requirements	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Honours Degree (First or Second Class)</li> <li>• Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>• National Professional Qualification for Headteachers (NPQH)</li> <li>• Evidence of further professional qualifications.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Proven leadership as a Headteacher or Deputy Headteacher.</li> <li>• Experience of successful leadership in education.</li> <li>• Experience of working across the primary range and a working knowledge of the Early Years Foundation Stage.</li> <li>• Effective management of resources.</li> <li>• Developing staff, including review and performance.</li> <li>• Experience of and commitment to working with partner agencies within the local and wider educational and professional community.</li> </ul>	<ul style="list-style-type: none"> <li>• Substantial teaching experience.</li> <li>• Experience of working with hearing impaired pupils.</li> <li>• Evidence of specific management responsibilities.</li> </ul>
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>• School Improvement strategies, particularly where they impact upon improved pupil achievement.</li> <li>• A profound understanding of the primary National Curriculum and a good knowledge of the Early Years Curriculum.</li> <li>• Effective teaching and learning strategies.</li> <li>• Excellent knowledge and understanding of ensuring 'inclusive' practice</li> <li>• Good practice in the development and deployment of staff.</li> <li>• Working knowledge of school budgets.</li> </ul>	<ul style="list-style-type: none"> <li>• Recent school improvement -project management.</li> <li>• An understanding of education pupils with a hearing impairment</li> <li>• A basic knowledge of budget setting</li> </ul>

<b>Skills</b>	<ul style="list-style-type: none"> <li>• The ability to share a strong vision and high expectation of progress and behaviour of staff and pupils.</li> <li>• The ability to set the strategic direction of the school to ensure innovative, creative and reflective educational practice.</li> <li>• The ability to maintain and build positive relationships within the school community.</li> <li>• The ability to inspire others</li> <li>• Excellent oral and written communication skills.</li> <li>• Excellent interpersonal skills.</li> <li>• Excellent self-management skills.</li> <li>• Effective delegation skills</li> <li>• The ability to work in partnership with partner schools</li> <li>• The ability to problem solve and manage priorities.</li> <li>• Able to set clear performance targets at all levels of school life and effectively monitor and evaluate progress against them.</li> <li>• The ability to analyse and interpret a range of key data.</li> </ul>	<ul style="list-style-type: none"> <li>• Good personal ICT skills.</li> </ul>
<b>Attributes and competencies</b>	<ul style="list-style-type: none"> <li>• Has an ethos of care and concern for pupil welfare, behaviour and progress.</li> <li>• A commitment to work effectively with parents, governors and the local community.</li> <li>• Approachability, flexibility, compassion and a sense of humour.</li> <li>• Enthusiasm, passion and energy.</li> <li>• Ability to cope with pressure in a consistent and calm way.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of working with governors and parents.</li> </ul>