

Person Specification – Baynards Primary School

Requirement	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • If NPQH is not held, alternative suitable academic and professional qualifications • Evidence of continuing professional development 	<ul style="list-style-type: none"> • NPQH National Professional Qualification for Headship
Experience	<ul style="list-style-type: none"> • Experience across the primary age range • Proven record of successful classroom teaching • Proven record of successful experience as a Head Teacher, Deputy Head Teacher or in a senior school position • Competent ICT skills and knowledge 	<ul style="list-style-type: none"> • Experience in foundation stage • Liaison with external agencies
Knowledge and skills/teaching and learning	<ul style="list-style-type: none"> • Ability to demonstrate knowledge of current curricular and educational issues/relevant legislation • Establish and sustain high quality, expert teaching across all subjects with a structured curriculum which specifies the knowledge, skills and values that will be taught • Clear knowledge and understanding of assessment and monitoring procedures and ability to implement these • Commitment to inclusion and equality of access to educational provision for all children • An understanding of consistent approaches to behaviour management • Clear understanding of what is effective teaching and learning • A high regard for the personal achievement of each child • Ensure that formative assessment is effectively used 	<ul style="list-style-type: none"> • Innovative and creative approach to teaching and learning • Experience of change with demonstrable impact
Leadership and managing the school	<ul style="list-style-type: none"> • Proven leadership and management skills • A clear vision of excellence in education • A proven ability to raise educational standards and a commitment to high standards of achievement • Understanding of school improvement planning and subsequent budget planning • Understanding of the strategic role of the Governing Body and ability to work effectively with Governors • Ability to delegate, monitor and evaluate information • Evidence of good working relationships with parents and the wider school community 	<ul style="list-style-type: none"> • Experience of project management and dealing with finance and premises issues • Evidence of developing leadership in partnership with other schools, for example as part of a School's partnership programme.

	<ul style="list-style-type: none"> • Experience of Performance Management of both teaching and support staff • Commitment to the continuing professional development of all staff • Ability to lead by example and inspire others to achieve positive results • Ability to initiate and manage change sensitively in pursuit of strategic objectives • A commitment to the protection and safeguarding of young people and an up to date knowledge of Child Protection procedures • Knowledge of current Health and Safety Regulations 	
Additional and special educational needs	<ul style="list-style-type: none"> • Ensure the school holds ambitious expectations for all pupils with additional and special educational needs • Establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively • Ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs or disabilities of pupils, providing support and adaptation where appropriate • Ensure the school fulfils its statutory duties with regard to the SEND code of practice • Experience of working with a range of professionals to secure successful outcomes for pupils with additional needs 	<ul style="list-style-type: none"> • Experience of working with a range of professionals to secure successful outcomes for pupils with additional needs
Personal Qualities	<ul style="list-style-type: none"> • Demonstrate a strong passion for education that is made available to all children • Strong interpersonal and communication skills • Adaptable and flexible approach • Desire to promote respect between children, staff, parents and Governors • A well organised person able to manage time effectively, to delegate, to prioritise and to meet deadlines • Ability to recognise and utilise staff strengths • Ability to build, support, motivate and work as part of a high performing team • Ability to inspire children 	