



**PEARL HYDE PRIMARY SCHOOL**  
**Headteacher Person Specification**

FINHAM PARK  
MULTI ACADEMY TRUST

	Attributes	Measurement
<b>Educational</b>	Degree and qualified teacher status (or equivalent)	A
	The National Professional Qualification for Head teachers (NPQH) award (this will ensure a baseline of knowledge and understanding, covering all the main areas in the National Standards for Headteachers document).	A
	Evidence of further appropriate qualifications may be advantageous e.g. higher degree level qualification or other studies.	A
<b>Experience</b>	Substantial previous experience as a Deputy Head Teacher or Head Teacher.	A, I, R
	Significant impact of leadership skills in current post.	A, I, R
	A successful record of raising standards of achievement.	A, I, R
	A successful record of working with key partners, both within and beyond education.	A, I, R
<b>Professional Development</b>	A record of continuous professional development that includes training in leadership and management.	A, I, R
	Experience of delivering high quality training and helping to co-ordinate the professional development of colleagues.	A, I, R
<b>Leadership &amp; Management</b>	Highly developed leadership skills that inspire and motivate others.	A, I, R
	The skills to create and realise a vision for the school to transform provision in the area it serves.	A, I, R
	The skills to ensure the school retains a 'Good', and progresses toward an 'Outstanding' Ofsted rating.	I, R
	An innovative and imaginative approach to school improvement.	A, I, R
	The ability to plan and deliver actions that will ensure continued improvements in student achievement and to effectively monitor and evaluate their impact.	A, I
	Strong skills of negotiation to harness support and resource from a range of partners.	A, I, R
	A good knowledge and understanding of what constitutes an effective school and have the necessary skills of leadership and management to lead such a school.	A, I, R
	The ability to access and analyse relevant data and to use this information to set priorities and determine school action.	A, I, R
	A good knowledge of the statutory requirements and other relevant legislation relating to school leadership and management.	A, I, R
		A, I, R

	<p>Knowledge about and a positive attitude to the work and responsibilities of the Governors.</p> <p>Willingness to work in active partnership with the Governors.</p> <p>To know how and when to consult with and engage the support of 'external agencies' such as the services provided by the Local Authority.</p> <p>The ability to manage a school budget effectively matching resources to school needs and priorities.</p> <p>An open, honest and inclusive leadership and management style with a commitment to the empowerment of colleagues and an ethos of teamwork, whilst retaining the ability to act decisively and to inspire.</p>	<p>A , I</p> <p>A, I</p> <p>A, I</p> <p>A, I, R</p>
<b>Learning &amp; Teaching</b>	<p>A good understanding of what contributes to successful learning and the ability to promote the most effective teaching strategies to bring this about.</p> <p>Clear evidence of up to date knowledge and views about curriculum development.</p> <p>A good understanding of how assessment strategies are used to inform learning in order to help pupils make progress.</p> <p>The ability to demonstrate a clear and decisive philosophy on discipline and behaviour to ensure a positive teaching and learning ethos.</p> <p>The ability to create and maintain a school site that ensures the health and safety of staff and pupils and which presents a stimulating and attractive learning environment for pupils.</p> <p>A clear understanding of how broader pastoral engagement can support every student in reaching their potential.</p> <p>A clear understanding of what constitutes a broad and balanced curriculum that meets statutory requirements and which is sufficiently well differentiated and resourced to meet the needs of all pupils.</p>	<p>A, I, R</p> <p>A, I</p> <p>A, I</p> <p>A, I, R</p> <p>A, I</p> <p>A, I</p> <p>A, I</p>
<b>Additional Skills &amp; Abilities</b>	<p>The ability to engage positively with pupils, colleagues, parents, Governors and others who contribute to the work of the school – in particular, an ability to establish strong relationships with the local community and to promote the school to others, as a focal point in the community.</p> <p>To be committed to the maximisation of each student's potential, through both the curriculum and extra-curricular activities.</p> <p>The ability to command the respect of all and be highly visible to pupils, parents and members of the local community.</p> <p>The communication skills needed to provide clear and accurate information and well informed advice.</p> <p>The ability to organise and manage work effectively i.e. being able to prioritise and organise tasks, make good rational decisions and delegate when appropriate.</p> <p>High expectations of pupils' learning, attainment and behaviour and of one's own professional abilities and those of colleagues.</p>	<p>A, I, R</p> <p>A, I</p> <p>A, I</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I</p>
<b>Written Application</b>	<p>Evidence of clear thinking about the role of a headteacher, your educational philosophy and presentation of experience to meet the requirements of the post.</p>	<p>A, I, R</p>

<b>Health &amp; Attendance</b>	Good health record and consistent attendance.	A, R
<b>References</b>	Excellent and unequivocal.	R

**A= Application form, I = Interview, R = References**