

Job Title/School Department	Headteacher – Liscard Primary School Children & Young People's Department
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Employee Specification Form

Listed below are the **personal attributes** required to fulfil the duties listed in the Job Description (M03)



Essential Personal Attributes	Stage Identified	Desirable Personal Attributes	Stage Identified
Qualifications			
A degree or equivalent qualification AND a recognised teaching qualification / QTS	A	Range of in-service training related to school leadership, management and/or curriculum legislation.	A
Evidence of further relevant study	A		
NPQH or similar leadership qualification	A		
Designated Safeguarding Lead training	A		
Safer Recruitment including Prevent training & an understanding of ways in which to monitor internet activity.	A / I		
Experience			
Proven experience of strategic leadership in the role of headteacher, and deputy headteacher in a primary, infant or junior school.	A	Collaborated with other agencies such as Children's Social Care, Mental Health Support and School Nursing.	A / I
Experience and up to date knowledge & understanding of what constitutes excellent teaching & learning and how to implement across the school.	A / I	Support other schools to improve children's outcomes for the community.	I
Planning and evaluating the impact of Pupil Premium strategies to improve outcomes for disadvantaged children	A / I		
Successful experience working effectively with governors, parents, and the community to enhance children's learning, and dealing sensitively with people, and any conflicts that may arise.	A / I		
Undertaken whole school self-evaluation and development planning, including rigorous analysis of national and local data to support performance management	A / I		

Please note: Failure to show how you meet an essential requirement (if identified as Application stage) will result in you not being shortlisted for the next stage.

Proven experience of strategic analysis, holding teachers to account for pupil outcomes, including leading staff through Performance Management and change management to bring about school improvement and raise standards for all children, including those with SEND	A / I		
Have ensured the monitoring and implementation of the safeguarding policy and procedures, providing and maintaining a safe environment for the whole school community	A / I		
Demonstrates clear commitment to inclusive education: develops and communicates a vision which values diversity, belonging and pupil voice, and ensures equity, access and high expectations for all pupils	A / I		
Led strategic financial planning and its impact on improving outcomes for children	A / I		
Knowledge and Skills			
The ability to develop and communicate a clear vision for the future development of the school in consultation with all key stakeholders	A / I	An understanding of health and safety requirements including the management of asbestos	I
To have an up-to-date understanding of national policy, curriculum developments, and statutory and legal frameworks within which schools operate, including the Ofsted Inspection framework and safeguarding practices and procedures	A / I	Up-to-date knowledge and understanding of current research and developments in education, including evidence of commitment to recent CPD.	I
The ability to lead, motivate and inspire others. Providing professional leadership, managing people to work as individuals and as part of a team. Ability to motivate staff, set standards and engender initiative and a common purpose	A / I	Awareness of current DfE proposals re: wrap around care, breakfast clubs etc.	A / I
The ability to initiate and manage change successfully to meet the school's strategic objectives, encompassing the whole organisation from 2-11 Years incl. before and after school care.	A / I	An understanding of cyber security	A
The ability to lead the development, planning, monitoring and evaluation process.	A / I		
Strong understanding of safeguarding, SEND, equality legislation and inclusive practice	A / I		
An ability to nurture an environment that celebrates success and promotes good behaviour and positive relationships	A / I		
Ensuring all members of the community share the commitment to Safeguarding Children	A / I		

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