

PERSON SPECIFICATION: HEAD TEACHER

Clifton Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced CRB check is required for the successful applicant.

		Essential/ Desirable	Method of assessment	
QUALIFICATIONS	Relevant degree	E	A	
	Qualified Teacher Status	E	A	
	Relevant proactive continuing professional development	E	A	
KNOWLEDGE	Detailed knowledge and understanding of the education sector	E	A	
	Clear understanding of what it takes for a school to retain a minimum of a 'Good' Ofsted judgement.	E	A	
	Secure knowledge of children's services and a full understanding of responsibilities in Keeping Children Safe in Education.	E	A/I	
	Good understanding of School Improvement Planning and implementation.	E	A/I	
	Knowledge of the 'Private Finance Initiative' (PFI) and what this means in the running of a school.	D	A/I	
EXPERIENCE	Successful experience at Head Teacher level.	E	A/I	
	Proven track record of raising educational standards of attainment for all pupils in reading, writing and mathematics.	E	A/I	
	Evidence of activity involving all staff, parents, governors and the community in the life and work of the school.	E	A/I	
	Experience of implementing personnel procedures in the management of staff, with relevant knowledge of Employment Law.	E	A/I/T	
	Experience of school financial systems, setting a balanced budget and using financial resources well to add value and deliver improvement, maintaining a clear strategic financial overview of the school.	E	A/I/T	
	Experience of overseeing site and facilities management and ensuring statutory compliance requirements are met.	E	A/I/T	
	Experience of co-ordinating family support services as appropriate.	E	A/I/T	
SKILLS AND ABILITIES	Can develop and implement the school vision and values and promote inclusivity and diversity within a framework of British Values.	E	A/I	
	Can develop a culture for learning and set high expectations for achieving success for all.	E	A/I	
	Able to effectively develop a culture of safeguarding awareness, risk assessment and management.	E	A/I	
	Can understand and interpret complex data to inform effective decision making and set targets.	E	A/I	
	Works to high professional standards, strategically and operationally, leading by example.	E	A/I/T	
	Can lead and manage effectively in an environment of high accountability.	E	A/I	
	Can demonstrate the ability to manage, motivate and support individuals and teams effectively.	E	A/I	
	Able to work successfully with parents, families, wider partners and stakeholders.	E	A/I	
	Demonstrates an understanding and commitment to the development of staff including addressing poor performance where needed.	E	A/I/T	
	Demonstrates a wide range of high level communication skills including with new technologies.	E	A/I	
	Can use authority to maintain discipline and promote positive behaviour strategies.	E	A/I	
	PERSONAL QUALITIES	Hard working and well organised.	E	A/I/T
		Can manage stress well.	E	A/I/T
Flexible and adaptable.		E	A/I/T	
Can prioritise and make decisions under pressure.		E	A/I/T	
Supportive and compassionate.		E	A/I/T	
Able to work collaboratively, seeking help and advice where needed.		E	A/I/T	
Emotionally resilient; able to work with children, parents and staff exhibiting challenging behaviour.		E	A/I	
A commitment to equality, diversity and inclusion.	E	A/I		
OTHER	Demonstrates a focus on innovation and creativity to achieve high	E	A/I	

	standards.		
	Promotes and fosters a positive school image.	E	A/I

- *Those elements marked **A** - will be assessed in your **A**pplication.
- *Those elements marked **A/I/T** - will be assessed in your Application and during the selection process e.g. Interview, Task.
- *Those elements marked **I/T** - will be evaluated during the selection process e.g. Interview, Task

NB: If shortlisted, any relevant issues arising from references will also be taken up at interview. References will be used to support the selection panel's assessment.