

## Chaddesley Corbett Endowed Primary School

### Post- Headteacher

#### Person Specification

ATTRIBUTES	ESSENTIAL	DESIRABLE	CONFIRMED BY
<b>1. Qualifications/Experience</b>			
Q.T.S	x		AF
N.P.Q.H		x	AF
Experience as head or deputy in primary phase	x		AF
Understanding of current needs of school	x		AF
Proven record as an outstanding class practitioner	x		Refs/AF
Proven success in raising achievement across whole school	x		Refs/AF
Proven success of engagement with community Project(s)		x	AF
Recent relevant professional development	x		AF
<b>2. Strategic Direction/Shaping Future</b>			
High level strategic thinking	x		AF/Int/Refs
Able to articulate clear vision for education 3-11	x		AF/Int
Able to empower others to carry vision forward	x		Refs/Int
Understanding of school's current vision and ability to build upon it	x		AF/Int
High level understanding of current educational context and future developments	x		AF/Int
<b>3. Leadership</b>			
Proven record of excellent educational leadership	x		AF/Refs
Ability to model/lead by example in terms of vision and day to day practicalities of school function	x		AF/Refs/Int
Enthusiasm for leadership of CCEPS and evidence of creative approaches	x		AF/Int
Impeccable communication skills (written and oral)	x		AF/Int
High expectations of self and others	x		AF/Refs/Int
Ability to motivate/inspire/celebrate success	x		AF/Refs/Int
<b>4. Leading Learning and Teaching</b>			
Communicates love of teaching/learning and understanding of how to raise standards	x		AF/Int
Clear understanding of what outstanding teaching looks like in 3-11 phase	x		AF/Refs/Int
Good experience of analysis of data, use of benchmarks and feedback to monitor progress and hold staff to account	x		Int
High level understanding of child behaviour and emotional development	x		Int
Successful experience in managing child behaviour	x		AF/Int

Commitment to continuous learning for whole school community	x		AF/Int
Deep understanding and experience of meeting needs of pupils with SEND/learning barriers	x		Int
<b>5.Developing Self and Working With Others</b>			
Ability to inspire/empower others	x		AF/Int
Sensitive to well being of self and others	x		Int
Able to give/receive effective feedback to improve performance	x		Int
Experience of recruitment/management/development of staff	x		AF
Experience of appraising staff and acting on implications	x		AF
<b>6. Managing the Organisation</b>			
Good understanding of budgeting/use of financial and human resources to secure school improvement	x		AF/Int
High levels of skills in use of new technologies to aid management		x	AF/Int
Confidence and ability to make hard choices/decisions	x		Int
Demonstrates excellent attention to detail and understanding of “big picture”			AF/Int
Evidence of excellent leadership	x		AF/Int/refs
Ability to work to time scale and prioritise	x		Int/AF
Understanding of importance of and ability to secure safe working environments for children and adults	x		AF/Int
Understanding of strategies to secure improvements in staff performance	x		AF/Int
Good understanding of and able to manage distributive model of leadership	x		AF/Int
<b>7.Securing Accountability</b>			
Excellent practical understanding of principles and practice of rigorous self evaluation/ strategic planning	x		AF/Int
Sound practical understanding of strategies for securing accountability for the learning and personal development of children at all levels from 3-11	x		AF/Int
Ability to engage whole school in systematic and rigorous self evaluation	x		AF/Int
Good understanding of modern governance	x		AF/Int
<b>8. Community</b>			
Active commitment to E.Opps.	x		AF/Int
Relevant understanding of strategies to secure better community involvement	x		AF/Int
Evidence of ability to form strong and productive community relationships internally and externally		x	Int

Ability to recognise and use staff strengths/abilities	x		AF/Int
Ability to build high performing teams	x		AF/Refs
Understanding of parent concerns/feelings/needs and ability to use this in dealings with parents to best effect.	x		Int
<b>9.Safeguarding</b>			
Clear high level understanding of elements of safeguarding culture in school	x		Int
Evidence of ability to respond appropriately to safeguarding/CP issues	x		Int
Knowledge of good practice in sustaining alertness to safeguarding in school	x		Int
Safer Recruitment qualification		x	Int/AF

AF= application form

Int= interview

Refs= references