



BRIGSTOCK LATHAM'S
SCHOOL

HEADTEACHER PERSON SPECIFICATION

E = Essential D = Desirable

AF = Application Form I = Interview/other activities R = Reference

ATTRIBUTES	E / D	AF / I / R
Qualifications		
Recognised teaching qualification with Graduate status	E	A F / R
Attainment of Leadership/Management Qualification or willingness to work towards	E	AF / R
Experience		
Significant effective senior leadership & management experience.	E	AF / I / R
Evidence of recent further professional development.	D	AF / I / R –
Experience of teaching across the appropriate age range.	E	AF / I
Clear understanding of the SEN code of practice & the provision required for pupils with particular needs (eg SEN, EAL & G&T)	E	AF / I / R
Experience of overseeing and managing the delivery of the SENCO role across the whole school.	D	AF / I / R
Demonstrable knowledge & understanding of safeguarding requirements & a commitment to fully meeting those requirements.	E	AF / I
Experience of an Ofsted Inspection.	D	AF
Experience of working within a cluster of educational establishments.	D	AF
Leading Teaching & Learning		
Demonstrate & encourage inspirational & outstanding teaching skills.	E	AF / R / I
The ability to coach others in outstanding classroom practices to increase standards	E	I / R
Can effectively work with children identified as having a specific need	E	I / R
Possesses a working knowledge of national educational standards & progress measures.	E	AF / R
Can collect, analyse, interpret and respond to data accurately and in a timely manner, producing School Improvement Plan & School Development Plans accordingly.	E	I / AF / R
Recognises & values existing traditions within the school, while seeking to develop & grow in line with the strategic view.	E	I
The ability to lead the school in collective worship.	D	I
Experience of implementing music, arts and languages within the school curriculum and communicating the importance & benefits of these	D	I

Improving the Life Chances of Children and Young People		
Knowledge of the physical, intellectual, linguistic, social and emotional growth and development of children and young people and the ability to effectively respond to under development	E	AF / I
Ability to promote a positive ethos of excellence, equality, respect & high expectation for all.	E	AF / I
Demonstrate an understanding of the role and value that external agencies and professionals have in supporting children and young people	E	I / AF / R
Developing Self and Working with Others		
The ability to positively challenge, influence and motivate direct reports to achieve high goals.	E	I / AF / R
Excellent communication skills including the ability to use warmth, humour & empathy appropriately.	E	I / R
The ability to foresee, address & resolve difficult situations in a timely and respectful manner.	E	I / AF / R
Effectively works with staff, parents & governors in the development & delivery of the ethos, values, aims & objectives of the school.	E	AF / R / I
Managing the Organisation		
Strong people management skills & experience, organisational & time management skills.	E	I / AF / R
The ability to provide clear & effective leadership, delegating where necessary.	E	I / AF / R
Has experience of carrying out performance reviews within the annual performance cycle.	D	AF / I
Drive & ambition to achieve performance outcomes.	E	AF
Experience of working with a Governing Body.	D	AF / I
Securing Accountability		
The ability to carry out regular school self-review and combine the outcomes with external evaluations in order to further develop the school	E	I / AF / R
Strengthening Community - Covered under other headings.		
Shaping the Future		
Demonstrate strategic vision and communicate this effectively to all parties	E	I / R
Experience of interviewing, appointing & inducting new staff.	D	AF
Managing Resources		
Knowledge and understanding of the financial accountability of the school	E	AF / I
Experience of managing budgets and school finances	D	AF / I
A strong accurate administrative manager	E	AF / I