

## Headteacher Person Specification for St Nicholas Child Okeford CE VA Primary School

The generic qualifications, knowledge, experience, skills and qualities to fulfil this role are set out on the 'National Standards for Headteachers' (DfES/0083/2004) to which candidates should refer to assess their suitability and eligibility for the role.

This can also be accessed online at [www.teachernet.gov.uk/publications](http://www.teachernet.gov.uk/publications)

The National Standards define six key areas of competency for the role of headteacher:

- Shaping the Future
- Leading Learning and Teaching
- Developing Self and Working With Others
- Managing the Organisation
- Securing Accountability
- Strengthening Community

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• National Qualification for Headteachers (NPQH)</li> </ul>	<ul style="list-style-type: none"> <li>• Further professional qualifications and evidence of recent professional development or study</li> </ul>
<b>Knowledge &amp; Experience</b>	<p>Knowledge of</p> <ul style="list-style-type: none"> <li>• Small school issues</li> <li>• Mixed age classes</li> <li>• EYFS</li> </ul> <p>Experience of</p> <ul style="list-style-type: none"> <li>• Teaching across the primary school age-range</li> <li>• A senior leadership role</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in school finances, budget setting and monitoring</li> </ul>
<b>Qualities &amp; Skills</b>	<ul style="list-style-type: none"> <li>• Values and encourages creativity</li> <li>• An effective communicator at all levels</li> <li>• Able to build and maintain effective teams</li> <li>• Respects the views of all stakeholders</li> <li>• Emotionally resilient and literate</li> <li>• Experience of analysis of performance data</li> </ul> <p>Able to</p> <ul style="list-style-type: none"> <li>• Lead Christian collective worship</li> <li>• To maintain and develop the distinctive Christian ethos of the school in imaginative ways that will include and value those of other faiths and those expressing no faith.</li> </ul>	<ul style="list-style-type: none"> <li>• Committed to the Christian faith as a member of a mainstream Christian church (i.e. one that is a member of Churches Together in Britain and Ireland)</li> <li>• Uphold the school's strong tradition in arts and sports</li> <li>• Good ICT skills</li> <li>• Able to contribute a personal strength</li> </ul>

	<ul style="list-style-type: none"> <li>Promote the spiritual, social, moral and cultural development of pupils</li> </ul>	
<b>Leadership &amp; Management</b>	<ul style="list-style-type: none"> <li>Knowledge and commitment to safeguarding of pupils and staff</li> <li>Ability to lead school improvement and manage change</li> <li>Knowledge of current legislation and developments in education</li> <li>Ability to identify challenges and generate solutions</li> <li>Has a holistic approach to problem-solving</li> <li>Commitment to a distributive management style</li> </ul>	<ul style="list-style-type: none"> <li>Leading performance management and development for all staff</li> </ul>
<b>Curriculum</b>	<ul style="list-style-type: none"> <li>Committed to a Creative Curriculum</li> <li>Commitment to a Foundation Base</li> <li>Experience of assessment strategies that enhance children's learning</li> </ul>	<ul style="list-style-type: none"> <li>Good knowledge of APP</li> <li>Good understanding of school ICT systems</li> </ul>
<b>Relationships</b>	<p>Commitment to:</p> <ul style="list-style-type: none"> <li>The development of extended services</li> <li>Promotion of the school to a wider public</li> <li>Effectiveness partnerships with local parishes and the community</li> <li>Maintaining a good working relationship with the governing body, PTA and wider parent body</li> <li>Maintaining a positive working relationship with Dorset Local Authority</li> <li>Collaboration with other schools within the school's pyramid to improve pupils' outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>Ability to promote a positive work-life balance</li> </ul>