




Lowton Junior & Infant School

 Newton Road, Warrington, Cheshire, WA3 2AW
 enquiries@admin.lowtonprimary.wigan.sch.uk
 01942 673213



HEADTEACHER PERSON SPECIFICATION

| Qualifications and Continuing Professional Development | Essential or Desirable | Evidence Source |
|---|------------------------|-----------------|
| Recognised degree or equivalent | Essential | A |
| Qualified Teacher Status | Essential | A |
| Hold NPQH (or a commitment to undertake this within 2 years of appointment) or be a serving Headteacher | Essential | A, I |
| A recent and appropriate track record of professional development relating to school leadership | Essential | A |
| A track record of collaborative working with other schools | Desirable | A, I |

| Experience | Essential or Desirable | Evidence Source |
|--|------------------------|-----------------|
| Successful experience of teaching and leadership across the Primary stage | Essential | A, I, |
| Experience of being a member of the Senior Leadership Team in a primary school | Essential | A, R |
| Proven track record in raising educational standards for all pupils in the primary age range. | Essential | A, I, R |
| Experience of strategic financial planning, budgeting and resource management | Desirable | A, I, |
| Commitment to fostering and developing the relationships between the school, Governors, parents, local and wider community. | Essential | A, I, |
| Proven experience of implementing effective school self-evaluation and school improvement | Essential | A, I, |
| A commitment to effective continuous professional development for all | Essential | A, I, |
| Ability to exemplify how the needs of all groups have been met through high-quality teaching (e.g. SEN, EAL, Most Able, PP, FSM, gender) | Essential | A, I |

| Knowledge and Skills | Essential or Desirable | Evidence Source |
|--|------------------------|-----------------|
| Able to articulate and share an ambitious strategic vision that gains ownership throughout the school | Essential | A, I, |
| Knowledge and understanding of current education issues, regional and national developments and best practice in education | Essential | A, I, |
| Ability to evaluate the standards of teaching and learning in school to raise standards | Essential | A, I, R |

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|---|-----------|---------|
| Ability to work successfully with the staff and Governing Board | Essential | A, I , |
| Ability to strategically lead, promote and demonstrate good communication systems to a range of audiences at all levels | Essential | A, I, R |
| Experience of and a commitment to sustaining a safe, secure and healthy environment, and to promoting diversity and equal opportunities | Essential | A, I, R |

| Personal Skills and Attributes | Essential or Desirable | Evidence Source |
|---|-------------------------------|------------------------|
| Reflective practitioner, able to respond and shape the creative energies of the leadership team and others, whilst remaining resolutely committed to the need of ensuring a healthy work life balance and the emotional health and wellbeing of all within the school community | Essential | A, I, |
| Ability to apply analytical, creative and flexible solutions in response to the changing demands in school | Essential | A, I , |
| Demonstration of a high degree of personal integrity | Essential | A, I, |
| Astute with political acumen and good judgement; able to reach and justify difficult decisions | Essential | A, I , |

Application Form and Supporting Statement

The form must be fully completed and legible. A supporting letter, of no more than three sides of A4 paper, font size 12, should clearly and concisely demonstrate how your experience relates to the person specification.

Confidential References and Reports

Written references will be requested to confirm experiences, professional and personal knowledge, skills and abilities.

Proof of qualifications will be required at interview.