



WILLOW GROVE PRIMARY SCHOOL

PERSON SPECIFICATION/SELECTION CRITERIA FOR HEADTEACHER

The applicant will be required to safeguard and promote the welfare of children and young people.

Note: Candidates failing to meet any of the essential criteria will automatically be excluded.

SELECTION CRITERIA			SOURCE
		E = essential D = desirable	A = application I = interview R = reference
Qualifications	Degree or other relevant qualification at this level.	E	A
	Relevant further degree or equivalent in special education	D	A
	Qualified Teacher Status	E	A
	National Professional Qualification for Headship	D	A
Professional Development			
	Evidence of regular, recent and appropriate professional development for the role of Headteacher in a SEND/SEMH school.	E	A/I/R
	Evidence of recent leadership and management professional development.	E	A/I
Experience			
	Successful strategic leadership as a Headteacher, Deputy Headteacher or Assistant Headteacher.	E	A/I/R
	Experience of working with young people with SEND/SEMH.	E	A/I/R
	Demonstrate successful experience leading teams.	E	A/I
	Experience of working with middle leaders on curriculum, line management and strands of accountability.	E	A/I
	Experience of raising standards in terms of the outcomes of students.	E	A/I

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	Experience of monitoring and evaluation as they relate to the appraisal process.	E	A/I
	Successful experience in leading and managing change, improvement and innovation in seeking high performance.	E	A/I
	Successful involvement in school performance through data analysis as an aid to holding people and departments to account.	E	A/I
	Experience of working with external agencies.	E	A/I
	Financial, budgetary and resource management experience.	E	A/I
	Experience of implementing fit for purpose systems and processes.	E	A/I
Knowledge, Skills and Abilities			
	Knowledge and understanding of what constitutes high quality educational provision, the characteristics of a successful school and strategies for raising student achievement.	E	A/I
	An understanding of how to seek and use data effectively to track and monitor progress along with being able to deploy a credible set of strategies for improvement.	E	A/I
	Knowledge of proven, effective interventions for young people with SEMH/SEND.	E	A/I
	Successful leader with a proven track record of achieving high outcomes for young people with SEMH and SEND.	E	A/I
	Ability to articulate a compelling vision for teaching and learning which is evidenced by excellent and reflective practice.	E	A/I
	Experience of working effectively with parents/carers, members of the local community and a range of stakeholders.	E	A/I/R
	Experience of and a commitment to sustaining a safe, secure and healthy environment, and to promoting diversity and equal opportunities.	E	A/I
	Knowledge and understanding of trauma informed practice	E	A/I

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	Knowledge and understanding of the National and local education climate.	E	A/I
Personal Aptitude and Qualities			
	Reflective practitioner, able to respond to 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.	E	A/I
	Has the enthusiasm, initiative and commitment to ensure good practice is embedded throughout the school.	E	A/I/R
	Has the ability to think and plan to promote the school's vision of trauma informed relationship-based practice, and its ethos and values, and ensures consistently high levels of professional commitment and engagement.	E	I
	Proven leadership skills with the ability to develop leadership throughout the organisation.	E	A/I/R
	Is well organised, able to plan, prioritise and delegate effectively.	E	A/I/R
	Is articulate and approachable with excellent communication skills both verbally and in writing.	E	A/I
	Has strong interpersonal skills and self-awareness, adapting to situation and carefully managing professional relationships.	E	A/I/R
	Has presence and visibility as a leader, demonstrating optimism and resilience with a well-developed sense of proportion to create and sustain a positive culture and ethos in the school.	E	A/I
	Has the ability to tackle difficult situations and make difficult decisions, conveying outcomes clearly and with sensitivity.	E	I/R
	Has a proven track record of building positive working relationships with parents/carers, staff, Governors and the local community.	E	I/R

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Confidential references and reports			
	Positive recommendation from all referees, including current employer.	E	R

Application Form and Supporting Statement:

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post.

In addition, you should also attach a personal statement (with no more than 3 sides of A4 in Arial pt size 12 typeface) that addresses the following areas:

- One practical application you have been responsible for that has raised standards of progress among students.
- Specific skills that you can bring to the leadership and management of Willow Grove Primary School.
- Any other supporting information you wish to draw to our attention.