

Person Specification / Selection Criteria Head Teacher

A. Training and Qualifications

	Essential	Desirable	Source
Recognised degree or equivalent	✓		A
Qualified Teacher Status	✓		A
Hold NPQH		✓	A
A recent and appropriate record of professional development relating to school leadership	✓		A
A track record of collaborative working with other schools		✓	A,I

B. Experience

	Essential	Desirable	Source A = Application I = Interview R = References T = Task/Observation
Successful experience of teaching and leadership across the Primary stage	✓		A,I
Successful experience of being a Head Teacher or Deputy Headteacher in a primary school		✓	A,R
Proven track record in raising education standards for all pupils in the primary range	✓		A,I,R
Understanding of strategic financial planning, budgeting and resource management		✓	A,I
Commitment to fostering and developing the relationships between the school, parents, local and wider community	✓		A,I
Proven track record of impact of key school improvement priorities based on effective school self-evaluation	✓		A,I
A commitment to effective continuous professional development for all staff	✓		A,I
Ability to exemplify how the needs of all groups have been met through high quality teaching (eg, SEN, EAL, Rapid Graspers, PP, FSM, gender)	✓		A,I
Have up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of children and young people	✓		A,I



Winifred Street, Lower Ince
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Headteacher: Mr D Donaldson



Britannia Bridge Primary School

C. Personal Skill and Abilities and Understanding

Applicants should be able to provide evidence that they have the necessary skills and abilities required.

	Essential	Desirable	Source
Ability to lead and inspire	✓		I,T
Decision-making skills	✓		I,T
Good communication and interpersonal skills	✓		I,T
Ability to manage and prioritise	✓		I,T
Ability to seek advice and support when necessary, e.g. from outside agencies	✓		A,I,T
Ability to apply analytical, creative and flexible solutions in response to the changing demands in schools	✓		A,I
Demonstration of a high degree of personal integrity	✓		A,I
Astute with political acumen and good judgement; be able to reach and justify difficult decisions	✓		A,I

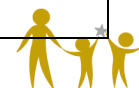
D. Professional Knowledge and Understanding

Applicants should be able to demonstrate a good knowledge and understanding of the following areas

	Essential	Desirable	Source
Pupils' educational development	✓		A,I
School leadership and management	✓		A,I
Curriculum and assessment, including subjects and cross-curricular aspects	✓		A,I
Effective teaching and learning strategies	✓		A,I,T
School improvement strategies, including use of assessment information to accelerate progress	✓		A,I,T
Application of technology to teaching, learning, leadership and management	✓		A,T
A good knowledge of SEND and current developments	✓		A,T

E. Knowledge and Skills

Able to articulate and share an ambitious strategic vision that gains ownership throughout the school	✓		A,I
Knowledge and understanding of current education issues, regional and national development and best practice in education	✓		A,I
Ability to impact on standards and the evaluation of teaching and learning in schools	✓		A,I,R
Ability to work successfully with the staff and Governing body	✓		A,I



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Ability to strategically lead, promote and demonstrate good communication systems to a range of audiences	✓		A,I,R
Experience of, and a commitment to sustaining a safe, secure and healthy environment, and to promoting diversity and equal opportunities	✓		A,I,R

F. Other Requirements

	Essential	Desirable	Source
A commitment to our core values of 'Happiness, Encouragement, Aspirations, Respect and Teamwork'	✓		A,I
A commitment to lifelong learning and continuous improvement	✓		A,I
A strong commitment to working with and involving parents as partners in learning	✓		A,I
A commitment to continuing professional development	✓		A,I
A strong team player who seeks opportunities with a proven track record of working collaboratively	✓		A,I

Application Form and Supporting Statement

The application 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 experience, professional and personal knowledge, skills and abilities.

Proof of qualifications will be required at interview.



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