

PERSON SPECIFICATION
Headteacher at Thorpe Willoughby Community Primary School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

| QUALIFICATIONS AND TRAINING | Essential on appointment | Desirable on appointment (if not attained, development may be provided for successful candidate) |
|--|---------------------------------|---|
| Qualified Teacher status | x | |
| Graduate or equivalent | x | |
| Evidence of continuous professional development | x | |
| EXPERIENCE AND SKILLS | Essential on appointment | Desirable on appointment |
| Experience across the appropriate age range | x | |
| Thorough knowledge of the National Curriculum | x | |
| Experience of senior leadership in education | x | |
| Experience of fostering good relationships throughout the wider school community | x | |
| Experience of raising attainment | x | |
| Experience of leading change | x | |

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies:

| Key Competencies | Essential on appointment | Desirable on appointment |
|--|---------------------------------|---------------------------------|
| Passionate commitment | x | |
| Clarity of vision | x | |
| Analysing and information seeking | x | |
| Skilful communications according to audience | x | |
| Respect for others | x | |
| Partnership working | x | |

| SAFEGUARDING | Essential on appointment |
|---|---------------------------------|
| These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure | |
| Demonstrate a commitment to all aspects of safeguarding and the welfare of children and young people | x |
| Ability to form and maintain appropriate relationships and personal boundaries | x |
| Emotional resilience in working with challenging behaviours | x |
| Appropriate use of authority and discipline | x |