

Appendix 2.8

Person Specification Headteacher

We will base the selection process on these criteria. At each stage of the process, we will assess the merits of each application to determine how far the criteria have been met.

Beside each criterion, we list the assessment method we will use.

| | Requirement | Method of assessment |
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| 1 | Qualifications and training | |
| | <ul style="list-style-type: none">a. DfE qualified teacher status.b. NPQH and/or further post graduate study to levelc. A record of other training relevant to senior leadership | Application Form |
| 2 | Successful Experience and evidence of: | |
| | <ul style="list-style-type: none">a. Outstanding teaching practice across the nursery and primary age rangeb. At least four years relevant and varied experience at a senior level in a similar schoolc. Developing a strategic view for the future needs and development of the schoold. Innovation and finding creative solutions to communicate a vision to inspire and motivate all stakeholderse. Securing and sustaining effective teaching and learning and its monitoring and evaluation throughout the school.f. Driving up standards of teaching and learning to ensure excellent outcomes for pupils, including reducing the gap for disadvantaged pupil groupsg. Raising the academic and personal achievement of all pupilsh. Efficient and effective deployment of staff and financial resources to serve improvement.i. Adhering to financial procedures and of managing a significant school budget with probityj. Working in partnership with a range of stakeholders and other agencies including the Local Authority and other local schools to improve the academic and social outcomes for all pupils | Application form |

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| 3 | Key skills and attributes | |
| | <p>a. Use appropriate leadership styles in different situations, to initiate, inspire, lead and manage people to work effectively towards common goals</p> <p>b. Demonstrate an ability to use, analyse and interpret data and as a result make decisions and set challenging targets to drive further improvements.</p> <p>c. Excellent interpersonal skills to communicate clearly and effectively using a range of methods, as appropriate, to a variety of audiences</p> <p>d. An ability to identify and promote excellence; hold people to account and challenge poor performance and behaviour across the school</p> <p>e. Evidence of successfully developing teams of professionals, delegating effectively and managing change</p> <p>f. To draw upon attributes demonstrated by all successful leaders such as resilience; being adaptable, approachable and visible; displaying self-confidence, enthusiasm and commitment.</p> <p>g. To engage the school community in a rigorous self and external evaluation of the work of the school.</p> <p>h. To demonstrate a commitment to continuing professional development for oneself and the school community.</p> | Application form, interview, and other assessment activities |
| 4 | Knowledge and understanding of: | |
| | <p>a. Current educational developments, curriculum issues and legislative changes, including their implications and impact on school life.</p> <p>b. The contribution that evidence from inspection and educational research can make to professional and school development.</p> <p>c. Extensive knowledge of safeguarding procedures and an ability to maintain and develop a culture of vigilance' to safeguard the welfare of pupils.</p> <p>d. The nature and needs of pupils and communities in inner city and diverse areas such as Newham.</p> <p>e. The implementation of Newham's policy of inclusive education and of equal opportunities practice throughout a school.</p> <p>f. Effective procedures to ensure good behaviour and</p> | Application form, interview, and other assessment activities |

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| | <p>discipline in the school with the co-operation of all staff.</p> <p>g. Strategies for promoting pupil's spiritual, moral, social, and cultural development and to foster respect for the diversity of the school's community</p> <p>h. The principles and methods of assessment and effective record keeping and their use to promote the educational development and progression of all pupils.</p> <p>i. The use of strategies for raising pupil achievement and the value of target setting.</p> <p>j. The creative use of technology across the curriculum and as a communication and management tool</p> <p>k. Effective quality assurance approaches, including staff appraisal and development to secure accountability and improve performance.</p> <p>l. Health and safety, premises and personnel procedures related to the management of a school.</p> <p>m. The role of Governors in the leadership of the school to develop and maintain the school's vision.</p> <p>n. The promotion of community education and parental and community involvement to raise levels of achievement.</p> | |
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Newham Council is an Equal Opportunity Employer and recognises that some candidates may have been forced into an untypical or unconventional career path because of unavoidable personal circumstances or the prejudice they have met in life. Should this apply to you, we hope you will not be deterred from making an application, which will be considered on your overall fulfilment of the requirements of this person specification.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An online search will be completed for all shortlisted candidates who are also required to *complete a self-disclosure*. The successful candidate will be required to undergo an enhanced DBS check and any appointment will be subject to references.