

Job Title

School

Post Number

ISR Range  Salary

	Essential	Desirable	How Assessed (A / I / T)
<b><u>Knowledge, Skills and Experience</u></b>			
• Senior Management experience in a primary school	E		A
• Active involvement in working with a Governing Body	E		A, I, T
• An up to date working knowledge of the curriculum at appropriate Key Stages	E		A
• Successful leadership experience and the ability to manage change	E		A, I, T
• Staff development and performance management	E		A, I, T
• Involvement in short and long term strategic financial planning and budget management	E		I,
• Knowledge of a broad range of teaching and learning strategies	E		
• Experience of SEND LA-commissioned services, such as Oak Tree Resource base		D	A, I, T
• Experience of using all relevant data for effective school improvement	E		A, I, T
• Experience of working in partnership with parents, other agencies and the community	E		A, I, T
• Involvement in the process of school self evaluation	E		A, I, T
• A thorough understanding of the education landscape, including changes to the inspection framework and Education Act	E		I
<b><u>Qualifications / Training</u></b>			
• Qualified Teacher status	E		A
• Evidence of Continuing Professional Development	E		A
• Further qualifications related to management and/ or pedagogical practice		D	

<p><b><u>Practical Skills</u></b></p> <ul style="list-style-type: none"> <li>• Commitment to maintaining high standards across the school</li> <li>• Ability to work under pressure</li> <li>• Ability to lead, manage and develop people and resources</li> <li>• Exceptionally good interpersonal skills</li> <li>• Excellent oral and written communication skills</li> <li>• Ability to articulate and support a sound educational philosophy</li> <li>• Ability to formulate a clear vision and direction for the school</li> <li>• Ability to translate vision into reality</li> <li>• Ability to implement an action plan and to effectively monitor its progress</li> <li>• Ability to use ICT as an integral part of the school improvement process</li> </ul>	<p>E E E E E E E E E</p>		<p>A, I, T I A, I, T I A, I, T T T T I, T</p>
<p><b><u>Personal Qualities and Attributes</u></b></p> <ul style="list-style-type: none"> <li>• A Knowledge of Equality &amp; Diversity issues</li> <li>• Reliability and consistency of approach to issues</li> <li>• Flexibility</li> <li>• Resilience</li> <li>• Sense of humour</li> </ul>	<p>E E E E E</p>		<p>A I I I I</p>

Prepared By

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Date

September 2024

Person Specification with integrated competency links

**MEASURED BY KEY:**

A = Application form

I – Interview

T – Task/ Test

In addition to candidates' ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours and;
- Attitudes to use of authority and maintaining discipline

If a candidate is short-listed any relevant issues arising from his or her references will be taken up at interview.