

ELSTON HALL LEARNING TRUST

Person Specification – Headteacher

	Essential	Desirable	Tested by
Experience	<ul style="list-style-type: none"> • Experience of teaching within primary phase • Successful leadership and management experience within the primary phase • Involvement in school Self-evaluation and school improvement 	<ul style="list-style-type: none"> • Previous experience as a Headteacher 	<ul style="list-style-type: none"> • Application Form • Interview • References
Education and Qualifications	<ul style="list-style-type: none"> • Degree or equivalent • Appropriate teaching qualifications including QTS • Willingness to undertake further training to continue professional development 	<ul style="list-style-type: none"> • Evidence of ongoing professional training • National Professional Qualification for Headship (NPQH) • Further relevant Leadership and Management qualification • DSL trained • Safer Recruitment trained 	<ul style="list-style-type: none"> • DfE number • Application Form • Interview
Skills and Abilities	<ul style="list-style-type: none"> • A wide range of effective teaching and assessment methods • Understand what contributes to successful learning • Strong behaviour management • Ability to build excellent working relationships • Effective communicator and ability to relate to people at all levels • Data analysis skills and the ability to use data to set targets and identify weaknesses • Understanding of school finances and financial management • Experience of recruiting and managing staff • IT skills relevant to Headship and sound knowledge of the role of IT in teaching and learning across the curriculum • Sound understanding of safeguarding procedures • Knowledge of the SEND Code of Practice and related statutory legislation 	<ul style="list-style-type: none"> • Relevant knowledge of personnel issues and performance management • Knowledge of current innovative practice in primary schools • Clear understanding of assessment changes 	<ul style="list-style-type: none"> • Application form • Interview • References
Motivation and Personality	<ul style="list-style-type: none"> • Commitment to uphold the 7 principles of public life (Nolan principles) at all times • Self-motivated • A sense of humour • Expressed focus on quality and school improvement • Ability to communicate a vision and to inspire others 		<ul style="list-style-type: none"> • Application form • Interview

	<ul style="list-style-type: none"> • Appreciation of the importance of a 'team' philosophy • Able to work effectively with a wide range of fellow professionals, external agencies and others 		
Educational Values	<ul style="list-style-type: none"> • Commitment to teaching approaches which encourage all children to give their best irrespective of ability, gender, ethnic or social background • Recognition of the importance of a stimulating environment • A commitment to the priorities of our curriculum; outside learning, the global dimension, sustainability and cross curricular connections 		<ul style="list-style-type: none"> • Application form • Interview
Other Factors	<ul style="list-style-type: none"> • Eligibility to live and work in the United Kingdom • Suitability to work with children • Willing to react flexibly to new or unexpected situations 		<ul style="list-style-type: none"> • Interview • Required documentation for Eligibility • DBS and Barred List checks