

Head Teacher, South Gosforth First School

Personal Specification

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- 1 Recent experience as a successful Head or Deputy Head Teacher or Senior Manager.
- 2 Degree
- 3 Demonstrable experience of successful line management and staff development.
- 4 Experience of working in partnership with Governors, staff, parents, pupils and the community.
- 5 A proven record of school improvement and development, through planning and delivery resulting from self-evaluation.
- 6 Evidence of successful teaching relevant to post within a First School.
- 7 Commitment to being an active member of the Gosforth Schools Trust.

Desirable

- 8 Knowledge of teaching across the First School age range from Reception to Y4.
- 9 Experience of evaluation the quality of teaching and learning.
- 10 Experience of working in strategic partnership with other schools, agencies or professionals to ensure the best outcomes for children.
- 11 Experience of successful teaching in more than one school or setting.
- 12 National Professional Qualification for Headship or other advanced qualification.

Part B: Assessment Stage

During the assessment stage the application stage criteria and the criteria below will be further explored.

- 1 A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.
- 2 Able to develop in partnership with others a strategic vision for the school.
- 3 Data analysis skills, and the ability to use data to set targets and identify weaknesses.
- 4 Has a thorough understanding of education initiatives and relevant legislation.
- 5 Able to identify the need for change through self evaluation methods and implement them successfully.
- 6 Understanding of high-quality teaching, and the ability to model this for others and support others to improve.
- 7 Effective financial and resource management skills.
- 8 Effective communication and interpersonal skills.
- 9 Ability to communicate a vision to motivate and inspire others.
- 10 Persuasive and confident in a range of different environments.
- 11 Ability to build effective working relationships.
- 12 Ability to work under pressure and prioritise effectively.
- 13 Commitment to maintaining confidentiality at all times
- 14 Commitment to safeguarding and equality.

Part C: Additional Requirements

The following must be judged as satisfactory when pre-employment checks are completed:

- 1 Enhanced certificate of Disclosure from Disclosure and Barring Service
- 2 Additional criminal record checks if applicant has lived outside UK
- 3 Medical clearance
- 4 Dis-qualification under the Childcare Act
- 4 Professional registration/QTS check with National College for Teaching and Leadership
- 5 Two references from current and previous employers