

Ghyllside Primary School

Gillinggate, Kendal,

Cumbria.

LA9 4JB

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Headteacher: Mr.H.B.Davies (BA. Hons)

Headteacher – Person Specification

Trustees are looking for as many of the skills and abilities as outlined in the National Standards for Headteachers as are possible. The following key elements are of particular importance:

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Job Criteria	Skills and abilities	Essential	Desirable	Sources of Evidence
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • NPQH • Degree qualification • Evidence of significant professional development • Additional education-related qualifications 	X X X	X X	App/doc check App/doc check App/doc check App/doc check App/doc check
Experience Recent and successful experience of:	<ul style="list-style-type: none"> • A minimum three years' senior leadership experience in a primary school • Proven ability and excellence as a teacher • Leading successful school improvement initiatives • Successfully leading a school through an Ofsted Inspection as a Headteacher or as a member of SLT. 	X X X X		App/ref App/ref/int App/ref/int App/ref/int
Knowledge Understanding of:	<ul style="list-style-type: none"> • Principles of effective teaching and assessment • Strategies for raising standards and outcomes for all pupils • Sound understanding of the primary curriculum • Ability, and willingness, to be a team player, leading within a collaborative style 	X X X X		App/ref/int App/ref/int App/ref/int App/ref/int

Our Mission: Ghyllside Primary School – Growing Hearts and Minds

Our Values: Inspiring Healthy Inclusive Nurturing Experiences

	<ul style="list-style-type: none"> • Effective use of delegation and monitoring performance • Principles of school improvement • Current educational developments • Legislative framework for the school's work including academy governance • Extensive knowledge of running a school budget/managing resources • Experience of managing a budget in the academy sector • Experience of overseeing school building projects 	<p>X X X X</p> <p>X</p>	<p>X X</p>	<p>App/ref/int App/ref/int App/ref/int App/ref/int</p> <p>Int</p> <p>App/ref/int App/ref/int</p>
<p>Educational Philosophy</p> <p>Commitment to:</p>	<ul style="list-style-type: none"> • Raising standards for all pupils • Extending and enriching the curriculum including the use of outdoor learning • Collaborative work with other schools • Enhancing community links / partnerships with parents • Professional development of all staff • Inclusive education 	<p>X X</p> <p>X X X X</p>		<p>App/ref/int App/ref/int</p> <p>App/ref App/ref App/ref App/ref/int</p>
<p>Professional skills</p> <p>Ability to:</p>	<ul style="list-style-type: none"> • Provide strong team leadership and foster good teamwork • Demonstrate exemplary teaching practice • Plan and organise effectively and meet deadlines • Critically analyse data to improve school development planning • Monitor staff performance • Monitor and evaluate school policies • Articulate and secure commitment to a strategic vision • Manage health, safety and safeguarding 	<p>X X X X</p> <p>X X X X</p>		<p>App/ref/int Int/ref Ref/app Int/ref</p> <p>App/ref App/ref Int App/ref</p>
<p>Personal Attributes</p> <p>Evidence of:</p>	<ul style="list-style-type: none"> • Good communication / interpersonal skills • The ability to be a motivational and inspirational leader who connects and engages with the whole school community • Ability to sustain a healthy work life balance by effective planning, delegation and prioritisation of tasks 	<p>X X</p> <p>X</p>		<p>App/int Int/ref</p> <p>App/ref/int</p>

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