



DHT KEIR HARDIE PS

Person Specification	Essential	Desirable
Professional knowledge and understanding of what constitutes and how to achieve quality in educational provision and high aspirations for all learners	✓	
Demonstration of commitment, drive and enthusiasm in its delivery	✓	
Qualifications		
Degree	✓	
QTS	✓	
Evidence of continuing professional development	✓	
Experience		
Experience of raising levels of educational achievement	✓	
Appropriate experience of primary teaching	✓	
Whole school management experience at a senior level	✓	
Curriculum development and innovation	✓	
Finance and resource management		✓
Staff deployment, development and training	✓	
Responsibility for whole school policy development and planning	✓	
Working with and advising governors		✓
Working co-operatively with other agencies including the local community	✓	
Knowledge and Understanding		

Factors relating to high standards of pupil achievement and child development	✓	
Principles and practice of school improvement	✓	
Curriculum development and approaches to teaching and learning	✓	
Staff engagement, wellbeing and motivation	✓	
National curriculum framework and structure EYFS KS1 and KS2	✓	
School development planning, implementation and evaluation	✓	
Recent developments in legislation	✓	
A sound knowledge of IT and computer applications	✓	

Good understanding of performance measures and approaches to improving standards	✓	
Importance of meeting the needs of all learners	✓	
Understanding of health and safety procedures and regulations	✓	
Knowledge and understanding of roles and responsibilities of the Governing Board	✓	
Abilities		
To raise levels of educational achievement	✓	
To have a collaborative style of leadership, motivation and management	✓	
To promote good standards of behaviour that reflect cultural and ethnic diversity	✓	
To set goals, plan and manage change	✓	
To communicate effectively with all stakeholders	✓	

To lead, manage and inspire a team	✓	
To develop long term inclusive vision	✓	
To develop and enhance the reputation of the school and its relationship with the local and wider community	✓	
To implement school self-review and evaluation	✓	
High aspirations and a commitment to excellence for all learners	✓	
The ability to deal with, and relate sympathetically and sympathetically to adults and children from a diverse range of backgrounds	✓	
The ability to innovate recognise and build on other people's good practice	✓	
The ability to manage personal work pressure with resilience and flexibility	✓	
Proven ability to inspire, motivate, encourage, support and involve children, staff, governors and parents and to lead by example	✓	
Strong interpersonal skills with the ability to listen, persuade, negotiate and act as an effective member of a team	✓	
Strong educational vision for children in the Early Years	✓	

Excellent communication and presentation skills and attention to detail	✓	
Ability to make complex decisions quickly and frequently	✓	
Ability to appreciate and manage conflicting and diverse opinion	✓	
A strong commitment to equal opportunities	✓	
Positive and proactive approach to change	✓	

A commitment to partnership with governors, parents and the wider community	✓	
Ability to establish and implement fair and effective discipline	✓	
Reliable and self-reliant	✓	
Sets high personal standards and is able to challenge own work and the work of others	✓	