

Alban Wood Primary School & Nursery Head Teacher Recruitment Criteria	Essential or desirable	Determination from		
		Application	Interview	References
QUALIFICATIONS				
Qualified teacher status	E	✓		
Degree or Equivalent	E	✓		
PROFESSIONAL DEVELOPMENT				
Evidence of appropriate professional development for the role of Headteacher	E	✓		
Evidence of recent leadership and management professional development	E	✓		
Has successfully undertaken appropriate Child Protection training / Designated Senior Leader Training	D	✓		
Has successfully undertaken approved 'safer recruitment' training	D	✓		
Evidence of keeping abreast of best practice and research.	E	✓		
PERSONAL QUALITIES				
A genuine passion for education, coupled with the ability and enthusiasm, to see every child fulfil their potential	E	✓	✓	✓
Leads by example with integrity and resilience	E	✓	✓	✓
A commitment to an open approach to teaching and learning and to engaging properly with the school's various communities.	E	✓	✓	✓
Demonstrates resilience whilst also showing compassion in dealing with issues	E		✓	✓
A people person who actively enjoys communication with the different stake holders in the school community (including listening to and inspiring children, staff, parents and the wider community)	E		✓	✓
Natural networker able to engage effectively within school and the wider community	E		✓	✓
Flexible leadership style, being 'hands on' when required	E	✓	✓	✓
Demonstrate a capacity for sustained hard work with energy and enthusiasm	E	✓	✓	✓
Ability to influence at all levels, securing a consensus across a range of complex stakeholders in sensitive and challenging situations	E		✓	
Uncompromising expectations seeking high achievement for all pupils regardless of their starting point	E		✓	
Ability to build and sustain effective relationships at all levels	E	✓	✓	✓
Works collaboratively with a diverse range of stakeholders, including pupils, staff, governors and parents to drive school improvement. Develops and maintains strong, genuine and mutually beneficial relationships with people of varying styles	E	✓	✓	
Leads by example – with integrity and resilience	E		✓	
Maintains a constant focus on long term goals while meeting the demands of immediate operational challenges	E		✓	

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LEADERSHIP AND MANAGEMENT, TEACHING AND LEARNING EXPERIENCE				
Recent successful leadership as a highly successful Head, Deputy or Assistant Headteacher	E	✓	✓	✓
Have taken an active involvement in school self-evaluation and development planning	E	✓	✓	
Experience of implementing a strategic plan across the whole school, identifying priorities and evaluating the impact	D	✓	✓	
Experience of leading change effectively and successfully	E	✓	✓	
Evidence of excellent communication and dialogue with the parent body	E	✓	✓	
Previous involvement in financial management of a primary school	D	✓	✓	
Knowledge and understanding of strategic financial planning and budgetary management and their contribution to school development and pupil achievement	D	✓	✓	
Have had responsibility for whole school policy development and implementation	E	✓	✓	
Experience or working with all stakeholders, including governors and school improvement partners	E	✓	✓	
Absolute commitment to promoting equality, diversity and safeguarding	E		✓	✓
Evidence of commitment to promoting health and safety and the welfare of children	E		✓	✓
A leader of learning, demonstrating, promoting and encouraging outstanding classroom practice	E	✓	✓	✓
Record of recent, outstanding class teaching with substantial experience of the primary age range	E	✓	✓	✓
Experience of using assessment data to inform decision making	E	✓	✓	
Experience of a broad, balanced and stimulating curriculum which inspires pupils to learn. Enriched by extra-curricular activities	E	✓	✓	
Knowledge, understanding and proven experience of how to raise achievements across the school	E	✓	✓	✓
Ability to identify excellent classroom practice to enable teachers to improve, through effective feedback	E	✓	✓	✓
Able to analyse complex issues relating to children's attainment and progress and develop effective and creative responses	E	✓	✓	
An interest in digital education techniques and smart use of the Internet as a learning tool and as preparation for 21st Century life.	E	✓	✓	
Experience of using performance management to improve the performance of colleagues	D	✓	✓	

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LEADERSHIP SKILLS				
Ability to articulate a clear vision for the future	E		✓	
Proven record of inspiring, enabling and motivating others to succeed	D	✓	✓	✓
Able to delegate and effectively achieve outcomes and provide development opportunities for staff	E	✓	✓	✓
Excellent communication skills, including written and verbal communication skills (which will be assess at all stages of the process) and experience of different media outlets, including social media	E	✓	✓	
Ability to build effective relationships with staff, parents, governors and other stakeholders	E	✓	✓	

13 March 2017