



Aston Hall Junior and Infant School

Church Lane, Aston, Sheffield S26 2 AX
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Person Specification – Headteacher at Aston Hall Junior and Infant School

The selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria.

Qualifications and Training	Essential	Desirable	Method of Assessment	Short Listing Criteria
Qualified Teacher Status	√		CQ	√
Degree or other professional equivalent	√		CQ	√
Has NPQH qualification (if first appointment to headship)		√	CQ	√
Evidence of continuous professional development	√		I	√

Experience and Skills	Essential	Desirable		
Recent experience of successful Leadership across the appropriate age range (3-11)	√		AF/I	√
Thorough knowledge of the National Curriculum and assessment	√		I/R	
Recent and relevant effective experience as a primary Headteacher or Deputy Headteacher	√		AF/I	√
Working within a wider community	√		I	
Experience and knowledge of how to secure improved standards and good rates of pupil progress of raising standards	√		R/I/AF	√
Knowledge of leading a school through a successful Ofsted inspection	√		R/I/AF	√
Commitment to ensuring inclusion, addressing diversity and access	√		I	
Evidence of managing school change and improvement	√		I/R	

Experience of school financial management		√	I	
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Personal and Professional Qualities	Essential	Desirable	Method of Assessment	Shortlisting Criteria
Proven leadership capacity to support a high level of staff morale and ability to motivate others	√		I/R	
The ability to form effective working relationships quickly	√		I/R	
Passionate commitment to education	√		AF/1	√
An effective decision maker and the ability to take calculated risks	√		I	
Experience of motivating and inspiring pupils to succeed	√		I/R	
Commitment to work in partnership with Parents/Carers and local communities	√		AF/I	√
Anticipating and solving problems and identifying opportunities	√		AF/I	√
Setting high expectations and achieving challenging goals and opportunities	√		AF/I/R	√
Prioritising work and meeting deadlines	√		I	
Analysing interpreting and acting upon relevant information and data	√		I	
Ability to communicate effectively to a range of audiences	√		I	
Has personal impact and presence	√		I	
Shows resilience in leading staff through challenging and changing environments	√		I/R	
Shows respect for others and gains credibility with a wide range of staff that you will lead as Headteacher of the school	√		I/R	
Proven leadership of delegating tasks and responsibilities and monitoring and evaluating outcomes and impact	√		I/R	
Commitment to and capacity to influence continuous school improvement	√		AF/I/R	√
Good clear oral and written communication	√		AF/I	√
Capacity to use ICT to increase the effective management of the school	√		AF/I	√

Safeguarding	Essential	Method of Assessment	Shortlisting Criteria
Demonstrate a commitment to safeguarding and the welfare of children and young people	√	I	
Emotional resilience in working with challenging situations	√	I	
Appropriate use of authority and discipline	√	I	
Secure knowledge of legislation and guidance related to safeguarding children	√	AF/I	√

Key to Abbreviations			
AF – application form	I – interview	R – references	CQ - certificates

This person specification has been prepared in accordance with the requirements of Rotherham Metropolitan Borough Council *Equal Opportunities in Employment Policy*.

We undertake to make any 'reasonable adjustments' to a job or workplace to counterpart any disadvantages a disabled person may have.

Specification completed by the Governing Body of: Aston Hall Junior and Infant School

Signed on behalf of the Governing Body:

Date: