

**PERSON SPECIFICATION:  
HEADTEACHER OF YSGOL ABERAERON**

| CATEGORY                           | ESSENTIAL   | DESIRABLE  |
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| <b>1. Qualifications</b>           | <ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> </ul>  | <ul style="list-style-type: none"> <li>• National Professional Qualification for Headship (NPQH)</li> </ul>  |
| <b>2. Experience</b>               | <ul style="list-style-type: none"> <li>• Recent and relevant experience of the role of leadership within primary education</li> <li>• Experience of being an effective leader</li> <li>• Successful and extensive teaching experience</li> </ul>  | <ul style="list-style-type: none"> <li>• Recent experience as a headteacher or deputy headteacher/executive headteacher in a primary school</li> <li>• Experience of teaching within more than one school</li> <li>• Experience of outdoor education (e.g. forest / beach school)</li> </ul> |
| <b>3. Professional Development</b> | <ul style="list-style-type: none"> <li>• Evidence of implementation of continuing professional development relating to school management, learning and teaching</li> <li>• Experience of leading/co-ordinating professional development opportunities</li> <li>• The ability to identify your own learning needs and support others to identify their learning needs</li> </ul>   | <ul style="list-style-type: none"> <li>• Experience of working with other schools/institutions/agencies or cluster</li> <li>• Experience of working with community groups and organisations</li> </ul>   |
| <b>4. Strategic Leadership</b>     | <ul style="list-style-type: none"> <li>• The ability to define and share a vision of primary education inspiring and motivating staff, pupils, parents and governors</li> <li>• Evidence of having translated a vision at team or whole school level into reality</li> <li>• Evidence of successful strategies for planning, implementing, monitoring and evaluating for continuous improvement</li> <li>• Evidence of learning from schools and other colleagues</li> <li>• Ability to analyse data/progress data, develop strategic plans, set targets and monitor/evaluate progress</li> <li>• Information about quality in relation to educational</li> </ul> |  |

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|  | <p>provision, the characteristics of effective schools and strategies for raising expectations among learners and staff</p> <ul style="list-style-type: none"> <li>• Evidence of having implemented an effective management project</li> <li>• An understanding of pupils' happiness and wellbeing and a commitment to promoting and protecting them</li> <li>• The ability to recognise and include the voice of pupils in all relevant aspects of the school</li> <li>• • The ability to develop and implement effective and innovative strategies to maintain and improve pupil recruitment</li> </ul>  |  |
| <b>5. Teaching and Learning</b>              | <ul style="list-style-type: none"> <li>• Evidence of an understanding of the current and future requirements of Curriculum for Wales, the ALN Transformation Programme</li> <li>• Evidence of effective curriculum planning</li> <li>• Knowledge and experience of a range of successful learning and teaching strategies to meet the needs <b>of all</b> learners</li> <li>• A solid understanding of effective assessment strategies and the use of assessment to shape the next stages of learning</li> <li>• Experience of developing effective learning and teaching</li> <li>• An understanding of the characteristics of an effective learning environment</li> <li>• Ability to demonstrate a proven record of accountability in all aspects of school management</li> <li>• Ability to analyse, interpret and present data</li> </ul> |  |
| <b>6. Leadership and Management of Staff</b> | <ul style="list-style-type: none"> <li>• Experience of working with, leading and developing teams of staff</li> <li>• Ability to delegate work and support colleagues as they take on responsibilities</li> </ul>  | <ul style="list-style-type: none"> <li>• Experience of working with governors to enable them to carry out their whole-school responsibilities</li> </ul> |

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|  | <ul style="list-style-type: none"> <li>• Experience of managing performance and supporting the continuing professional development of colleagues</li> <li>• An understanding of effective budget planning and resource relocation to enable a school to achieve its educational priorities</li> </ul>  |  |
| <p><b>7. Skills, Qualities and Abilities</b></p> | <ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills in Welsh and English</li> <li>• Be open to new ideas by being innovative and inspiring</li> <li>• High expectations of learner learning, progress and attainment</li> <li>• High expectations of yourself and of others</li> <li>• A firm commitment to school improvement</li> <li>• The ability to always be enthusiastic and positive</li> <li>• Ability to organise work, prioritise tasks, make decisions and manage time effectively</li> <li>• Good relationships with learners and all stakeholders</li> <li>• A sense of care and interest in each individual</li> <li>• A firm commitment to promoting the Welsh language and culture</li> <li>• Continue to promote and strengthen community links</li> <li>• Personal values reflecting the inclusion, well-being and community nature of the schools</li> <li>• • A dynamic and proactive approach to addressing challenges, issues and concerns</li> </ul> |  |