HIGHLAND COUNCIL, EDUCATION & LEARNING SERVICE
PERSON SPECIFICATION

HEAD TEACHER - PRIMARY

SELECTION CRITERIA	*ESSENTIAL* *(Acceptable levels for effective job performance)*
EXPERIENCE	1. At least three years successful experience as a teacher or more senior position in a primary school. 2. Experience of participation in curriculum development, school self-evaluation and development planning. 3. Evidence of involvement in school improvement 4. Evidence of recent involvement in professional development.
EDUCATION AND QUALIFICATIONS	1. Full registration with the General Teaching Council for Scotland as a primary teacher. 2. The Standard for Headship (for Head Teachers taking up their first permanent Head Teacher post from 1st August 2020 under Section 28 of the Education Scotland Act 2016) *
OTHER	1. Satisfactory enhanced clearance through the PVG Scheme.
GENERIC PROFESSIONAL ABILITIES AND QUALITIES	1. Demonstrates confidence and courage. 2. Creates and maintains a positive atmosphere in the school. 3. Inspires and motivates others. 4. Communicates effectively. 5. Empathises with others. 6. Values and works through teams. 7. Seeks and uses information. 8. Thinks strategically. 9. Judges wisely and decides appropriately. 10. Identifies and solves problems. 11. Shows political insight.
SPECIFIC ABILITIES	1. Articulate a vision and give direction to the school – creating a climate that will translate this vision into everyday reality. 2. Create the conditions and structures to support and develop effective learning and teaching. 3. Develop a range of strategies to ensure that children are safe, nurtured, healthy, achieving, active, respected, responsible and included in school. 4. Develop participative management structures including planning, monitoring and evaluating the work carried out by teams and individuals. 5. Create, maintain and enhance effective working relationships with staff. 6. Develop and maintain partnerships with parents, pupils, Parent Council, outside agencies and the community. 7. Manage available resources and allocate them to support effective learning and teaching. 8. Support Gaelic language and culture.

*There will be two exceptions in respect of the new Standard for Headship requirement:

The first applies to any permanent Head Teacher who has been appointed to a position in a school on, or prior, to 1st August 2020.

The second exemption enables education authorities to appoint a Head Teacher, who has not attained the Standard for Headship, on a temporary basis for a period **not exceeding 30 months** after the 1st August 2020.