



Longmoor

Community Primary School

Person Specification – Headteacher

Job Title:	Headteacher
Employer:	Longmoor Community Primary School
Job Type:	Leadership
Phase:	Primary (including Nursery)
NOR:	434 (including 38 Nursery)
Grade/ Salary :	L17-L24 (£76,772 - £90,255)
Start Date:	January 2027
Context note:	Longmoor is seeking a leader who will build on and elevate the school's current direction of travel, not dismantle it and start again.

Essential criteria

Qualifications and professional standing

- Qualified Teacher Status.
- A degree or equivalent qualification.
- Evidence of substantial and successful leadership experience in a primary school setting.
- A strong understanding of statutory responsibilities relating to safeguarding, inclusion and school leadership.

Leadership and school improvement

- A clear record of improving outcomes for pupils through strategic and evidence-informed leadership.
- The ability to build on existing strengths while identifying and addressing priorities for improvement with precision and care.
- Experience of leading, motivating and developing staff, including middle and senior leaders.
- The ability to establish high expectations for all pupils and staff and to sustain a calm, ambitious and inclusive culture.
- The confidence to make clear decisions while working collaboratively and consultatively with others.



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Curriculum, teaching and assessment

- A secure understanding of curriculum leadership in a primary school, including early years.
- The ability to lead an ambitious, knowledge-rich curriculum rooted in strong foundations and adapted to the age, stage and needs of pupils.
- Experience of improving the quality of teaching, learning and assessment across a school.
- The ability to use data intelligently to inform action without creating unnecessary workload.

Inclusion, SEND and vulnerable pupils

- A strong commitment to inclusive practice and high expectations for all, including pupils with SEND, disadvantaged pupils, EAL learners and other vulnerable groups.
- Experience of improving provision for pupils with additional needs through early identification, effective support and strong partnership with families and professionals.
- A secure understanding of how staffing, training and systems should support inclusion across the whole school.

Safeguarding, behaviour and attendance

- A proven commitment to creating and sustaining an open and positive safeguarding culture.
- A secure understanding of child protection, safer recruitment, timely referrals, multi-agency working and the need for rigorous safeguarding systems.
- The ability to lead strong behaviour and attendance practice through clear expectations, consistency, support and early help for families.

Communication and relationships

- Excellent communication and interpersonal skills.
- The ability to build trust and strong relationships with pupils, staff, governors, parents and the wider community.
- The ability to communicate priorities, expectations and developments clearly, regularly and sensitively.

Governance, operational leadership and accountability

- Experience of accountability for standards, staffing, safeguarding, behaviour, attendance and operational effectiveness.
- The ability to work in transparent partnership with governors, valuing both support and robust challenge.
- The ability to manage resources and budgets responsibly and strategically.



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- A commitment to developing strong leaders and delegating effectively.

Staff development, workload and wellbeing

- A clear commitment to staff development at all levels.
- The ability to create a culture in which staff feel valued, supported and able to manage workload effectively.
- Experience of collaborative performance management and professional development.

Desirable criteria

- National Professional Qualification for Headship or equivalent professional development.
- Previous headship, acting headship or substantial deputy headship experience.
- Experience of leading significant improvement in attendance, inclusion or curriculum implementation.
- Experience of working successfully with governors, local authority colleagues and external partners.
- Experience of promoting oracy, communication and language development as part of a whole-school approach.

Personal qualities and leadership behaviours

- Visible, calm, child-centred and values-led.
- Inclusive, motivational and collaborative.
- Strategically strong and evidence-informed.
- Able to celebrate success and communicate the school's strengths with confidence.
- Committed to trust, respect, transparency and no surprises.
- Resilient, reflective and professionally curious.

The successful candidate will not be suited to the role if they demonstrate:

- An autocratic or overly ideological leadership style.
- Micromanagement or poor communication.
- Change for change's sake, or resistance to necessary improvement.
- Weak commitment to inclusion, safeguarding or community trust.



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Safeguarding statement

Longmoor Primary School is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be expected to share this commitment. Appointment will be subject to safer recruitment procedures, satisfactory references, online checks and an enhanced DBS check.

Longmoor Community Primary School is an Equal Opportunities Employer and positively welcomes applications from all people regardless of their sex, creed, marital status, race, age, disability, sexual orientation or religious belief.