

# St. Barnabas' Church of England (Aided) Primary School

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## Headteacher Person Specification

### QUALIFICATIONS AND EXPERIENCE

#### Candidates must have the following:

- Qualified Teacher Status
- Relevant primary senior leadership experience as a Head, Deputy Head or Assistant Head, preferably including within a Church aided school
- If not a Headteacher, candidates should hold, be working towards, or prepared to obtain NPQH accreditation
- Evidence of continuing professional development including School Leadership and Management
- Significant knowledge of KS1/ KS2 and EYFS principles and practice
- Experience of Ofsted or equivalent school inspections, and evidence of a clear path to success during and following an inspection

#### It is desirable that Candidates should be

- A practising Christian/ communicant member of the Church of England

### PERSONAL SKILLS AND QUALITIES

#### Candidates must be able to:

- Foster a positive, open, and equitable culture
- Give and receive effective feedback and act to improve personal performance
- Provide support and inspirational leadership for individuals and teams
- Lead, motivate, support, develop and challenge others to attain high goals
- Effectively manage conflict and change
- Set high expectations and demonstrate drive and ambition for the success of the school and all its pupils
- Demonstrate strong communication skills

### STRATEGY DEVELOPMENT

#### Candidates must be able to:

- Demonstrate leading actions to improve standards of achievement
- Drive further improvement through precise and systematic school self-evaluation including analysing relevant data to understand the strengths and weaknesses of the school
- Develop and deliver a robust strategic school improvement plan that incorporates improvement priorities, including infrastructure works, within the approved budget
- Collaborate with the Governing Body in their strategic role by providing accurate

information and accounts of the school's performance at regular specific intervals

- Combine the outcomes of regular school self-review with external evaluations in order to develop the school

## **LEADERSHIP AND MANAGEMENT**

### **Candidates must be able to:**

- Establish and develop appropriate structures and systems
- Manage the school efficiently and effectively on a day to day basis
- Delegate management tasks and monitor their implementation
- Make professional, managerial and organisational decisions based on informed judgements
- Think creatively to anticipate and solve problems
- Have an understanding of the legal issues relating to managing a school such as inclusion, child protection, safeguarding, equal opportunities, race relations, human rights and employment legislation

## **TEACHING AND LEARNING**

### **Candidates must be able to demonstrate:**

- A presence as a confident leader in large and small settings
- Nurturing and developing the school team to achieve high quality learning throughout the school
- Ability to identify underperformance and create a plan for improvement
- Knowledge or experience in developing a challenging, creative curriculum.
- An ability to articulate school improvement priorities and inspire pupils, staff, parents and governors to ensure they are understood and acted upon
- A belief in the potential within every child, regardless of their background and educational attainment
- The ability to inspire and encourage independent and creative learning for every child, within and beyond the classroom
- The ability to articulate a philosophy for Church School education
- A sound understanding of the distinctive nature of a Church of England school
- Understand, analyse and interpret educational attainment and budgetary information
- Initiate and support research and debate about effective learning and teaching
- Develop and implement relevant strategies for monitoring and improving performance

## **STRENGTHENING COMMUNITY**

### **Candidates must be able to:**

- Maintain and develop the Christian character and ethos of the school
- Engage with the parish Church and neighbouring pre-school in any future developments
- Demonstrate insight, anticipate and respond to national and local initiatives that impact on the school and the wider community
- Listen to, build and maintain effective relationships with all members of the wider community and develop partnerships with other schools

## **SAFEGUARDING CHILDREN**

### **Candidates must be able to:**

- Demonstrate a commitment to safeguarding and promoting the well-being of all children