

**Headteacher Person Specification**  
**St Barnabas, Church of England Primary School**  
**(Voluntary Aided)**

**ATTAINMENTS AND EXPERIENCE**

**Candidates must have the following:**

- Qualified Teacher Status
- Relevant senior leadership experience as a head, deputy head or assistant head, preferably including within a Church aided school
- Evidence of continuing professional development
- Experience of teaching across the whole primary age range
- Experience of Ofsted or equivalent school inspections, and evidence of a clear path to success either during or following an inspection

**It is desirable that Candidates should have / be**

- National Professional Qualification for Headteachers (NPQH)
- A Practising Christian/Communicant member of the Church of England

**SHAPING THE FUTURE**

**Candidates must be able to:**

- Demonstrate incisive actions taken to improve Standards of achievement
- Think strategically
- Manage the expected growth of the school in pupil numbers
- Build and communicate a coherent vision of the school that demonstrates both personal initiative and collaborative skills
- Engage with the parish Church and neighbouring pre-school in any future developments

**LEADING LEARNING AND TEACHING**

**Candidates must be able to demonstrate:**

- A presence as a confident leader in large and small settings
- 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 principles and practice of effective teaching and learning
- Personal enthusiasm for and commitment to lifelong learning
- The ability to articulate a philosophy for Church School education
- A sound understanding of the distinctive nature of a Church of England school

**And be able to:**

- Understand, analyse and interpret educational and budgetary information
- Develop a strategic plan incorporating school improvement priorities, including infrastructure works, within the approved budget

- Initiate and support research and debate about effective learning and teaching
- Develop and implement relevant strategies for monitoring and improving performance
- Acknowledge excellence and raise performance across the school

## **DEVELOPING SELF AND WORKING WITH OTHERS**

### **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
- Collaborate and network both within the school and the wider community
- Lead, motivate, support, develop and challenge others to attain high goals
- Effectively manage conflict and change

## **MANAGING THE ORGANISATION**

### **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

## **SECURING ACCOUNTABILITY**

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

- Engage the school community in systematic and rigorous self-evaluation
- Collect and analyse relevant data to understand the strengths and weaknesses of the school
- Combine the outcomes of regular school self-review with external evaluations in order to develop the school

## **STRENGTHENING COMMUNITY**

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

- Maintain and develop the Christian character and ethos of the school
- Demonstrate political insight, anticipate and respond to national and local initiatives that impact on the school and the wider community
- Recognise the richness and diversity of the school in the wider community in all decision making
- Engage in a dialogue which builds partnerships and community cohesion
- Listen to, build and maintain effective relationships with parents, carers, partners and other schools as appropriate within the wider community

## **SAFEGUARDING CHILDREN**

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

- Safeguard and promote the well-being of children