



Ditton Church of England Junior School

E = Essential, D = Desirable, A = Application, I = Interview

| Headteacher Person Specification | Essential / Desirable | Assessment Criteria |
|---|------------------------------|----------------------------|
| Appointment Criteria | | |
| Qualifications | | |
| Qualified Teacher Status | E | A |
| Evidence of on-going professional development (NPQH desirable) and recent leadership training | E | A |
| Knowledge & Experience | | |
| Experience of successful leadership and management experience as a Deputy/Assistant Head, Head or Acting Head in a good or outstanding school. | E | A |
| Proven track record of successful teaching & senior leadership in the primary sector including target setting & delivering outstanding outcomes | E | A |
| Experience of leading teams, including coaching and mentoring others to drive up standards of teaching and learning to ensure excellent outcomes for pupils including reducing the gap for disadvantaged pupil groups | E | I |
| A demonstrable understanding of the legal issues relating to managing a school, including Child Protection Procedures, Equal Opportunities, Race relations, Disability, Human Rights and Employment Legislation. | E | I |
| Evidence of successfully analysing data and drawing up improvement plans which are monitored and evaluated and result in measurable improvement | D | I |
| A demonstrable ability to successfully collaborate and develop partnerships with key stakeholders e.g. members of the community, church & Diocese, colleague Headteachers, LA Officers, and voluntary sector | E | I |
| Skills | | |
| Strong business management skills | D | I |
| Ability to manage and monitor budgets and effectively deploy human resources to achieve outstanding outcomes | D | I |
| An outstanding classroom practitioner, with the ability to develop leadership capacity and skills within teams and individuals | E | I |
| Ability to work under pressure, determine priorities and meet deadlines | E | I |
| Ability to secure and maintain high standards of behaviour and attendance | E | I |

| | | |
|---|---|---|
| Ability to use appropriate technologies to enhance organisational effectiveness | E | I |
| Strategic Direction & Development | | |
| A strategic thinker, able to build, communicate and implement a shared vision of excellence, equity and high standards for every pupil | E | I |
| The drive and ambition to maintain 'Good' rating & work towards achieving 'Outstanding' rating with a clear sense of what strategies might be effective for pursuing that objective | E | I |
| Evidence of creating and implementing a strategic school improvement plan in line with school vision, to deliver outstanding outcomes for pupils in collaboration with key stakeholders | E | I |
| Evidence of inspiring, challenging and motivating the whole school community to develop the unique talents and abilities of every child and all staff | E | I |
| Evidence of developing strategies for managing behaviour and attendance | D | I |
| Evidence of strategies to engage families in the learning process | D | I |
| Governance, Accountability and Compliance | | |
| Knowledge and experience of a range of mechanisms for working productively with the governing body and an understanding of its statutory duties | D | I |
| Personal Qualities, Attributes and Values | | |
| Able to build relationships based on trust and mutual respect, prepared to be visible and play a key part on the life of the school and the local community | E | I |
| Ability to articulate, share, understand and act upon the Christian vision of the school | D | I |
| Ability to be an advocate for the children | E | I |
| Able to delegate management tasks and monitor their implementation | E | I |
| Ambitious for themselves, their colleagues and the children of the school, inspiring and guiding individuals to improve | E | I |
| Able to lead a team towards the academic, spiritual, moral, social, emotional and cultural development of all pupils. | E | I |
| Demonstrable qualities of commitment, passion, integrity and enthusiasm | E | I |
| Ability to think creatively, and to anticipate and solve problems | E | I |