

PrepareRecruitAppoint



PERSON SPECIFICATION

	Criteria	Essential	Desirable
Qualifications	 Have Qualified Teacher Status Evidence recent professional development in preparation for school leadership and management Hold or be working towards NPQH or equivalent qualification 	✓ ✓	~
Experience	Provide	\checkmark	
	 Evidence of successful strategic leadership and management experience as Head, Deputy Head or Assistant Head for primary age children 	\checkmark	
	 Evidence of successful self-review, analysing all data and drawing up improvement plans which are monitored and evaluated and result in measurable improvement 	\checkmark	
	 Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils including reducing the gap for disadvantaged pupil groups 	\checkmark	
	 Evidence of successful management of staff performance including supervision, target setting, mentoring, capability and/or conduct management procedures 	\checkmark	
	 Evidence of developing and successfully implementing whole school strategies to raise standard 		

	Criteria	Essential	Desirable
	 Evidence of a sound knowledge and understanding of the whole primary phase including of successful teaching Evidence that staff accountabilities are clear and are regularly monitored, evaluated and reviewed 	√ √	
Leadership and Management Skills	• The ability to work with the Governing Body, members and staff to manage the preparation, implementation and monitoring of the	\checkmark	
	School Improvement Plan and the Ofsted Self-evaluation processFully understand the role of Accounting Officer. Have financial	\checkmark	
	competence and strategic awareness of the financial implications of decisions made operationally, including budgets and human resources	\checkmark	
	 The ability to communicate and convey information to all stakeholders Commitment to working in partnership with parents, local churches, 	\checkmark	
	other schools, pre-schools, the Diocese, Local Authority and continue the collaborative ethos of local partnerships	\checkmark	
	• The ability to lead creative and innovative contributions to strategic plans that can be realised without compromising school improvement	\checkmark	
	 The ability to implement clear and appropriate evidence based improvement plans and policies and monitoring, evaluating and reviewing their effects 	\checkmark	
	 The ability to manage own workload and the work of individuals and teams, providing support when necessary and delegating where 	\checkmark	
	 appropriate The ability to develop others through inspirational leadership, 	~	
	 managing teamwork, issues and conflict and influence change by pursuing collective goals. The ability to maintain the school ethos and ensure that it is understood by others and acted upon by them 	~	

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Teaching and Learning	A willingness to operate as a role model of outstanding teaching ability, undertaking some classroom teaching as necessary	~	
	 An awareness of the national changes within education, including curriculum, assessment and OFSTED 	\checkmark	
	 An ability to determine organise and implement the curriculum, and establish creative and effective approaches to learning and teaching (including the appropriate use of new and emerging technologies) The ability to use appropriate data to monitor pupils' progress, to 	\checkmark	
	ensure stretching targets and identify areas of improvement	~	
	 The ability to secure high standards of behaviour and attendance and ensure an ethos of challenge and support where pupils can achieve success 	\checkmark	
	 The ability to ensure an inclusive environment taking account of the richness and diversity of the school community and promoting positive strategies for challenging prejudice 	~	
Safeguarding	Have knowledge of Child Protection and Health and Safety Legislation	✓	
	 and fully understand the role of Designated Safeguarding Leader The ability to promote and safeguard the welfare of all children within the care of the school 	~	
	 The ability to maintain and develop a 'culture of vigilance' with regard to safeguarding and child protection 	\checkmark	
	The ability to ensure Safer Recruitment Practice	\checkmark	
Personal Qualities	 Able and committed to promote and develop the school's distinctive Christian standards and character Demonstrable significant Christian commitment Passion for children's learning and development, and understanding 	~	