



**PERSON SPECIFICATION**

	<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Have Qualified Teacher Status</li> <li>• Evidence recent professional development in preparation for school leadership and management</li> <li>• Hold or be working towards NPQH or equivalent qualification</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>
<b>Experience</b>	<p>Provide</p> <ul style="list-style-type: none"> <li>• Evidence of successful strategic leadership and management experience as Head, Deputy Head or Assistant Head for primary age children</li> <li>• Evidence of successful self-review, analysing all data and drawing up improvement plans which are monitored and evaluated and result in measurable improvement</li> <li>• Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils including reducing the gap for disadvantaged pupil groups</li> <li>• Evidence of successful management of staff performance including supervision, target setting, mentoring, capability and/or conduct management procedures</li> <li>• Evidence of developing and successfully implementing whole school strategies to raise standard</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>	



	<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• A willingness to operate as a role model of outstanding teaching ability, undertaking some classroom teaching as necessary</li> <li>• An awareness of the national changes within education, including curriculum, assessment and OFSTED</li> <li>• 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)</li> <li>• The ability to use appropriate data to monitor pupils' progress, to ensure stretching targets and identify areas of improvement</li> <li>• The ability to secure high standards of behaviour and attendance and ensure an ethos of challenge and support where pupils can achieve success</li> <li>• 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</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Have knowledge of Child Protection and Health and Safety Legislation and fully understand the role of Designated Safeguarding Leader</li> <li>• The ability to promote and safeguard the welfare of all children within the care of the school</li> <li>• The ability to maintain and develop a 'culture of vigilance' with regard to safeguarding and child protection</li> <li>• The ability to ensure Safer Recruitment Practice</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Able and committed to promote and develop the school's distinctive Christian standards and character</li> <li>• Demonstrable significant Christian commitment</li> <li>• Passion for children's learning and development, and understanding of the needs of individual children</li> </ul>	<p>✓</p>	