



### Person Specification

This person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.

<b>Description : Application : A, Interview : I, Reference : R, Essential : E</b>	<b>Evidenced by:</b>
<b>Professional Qualifications</b>	
<ul style="list-style-type: none"> <li>Qualified teacher status</li> </ul>	A, R, E
<ul style="list-style-type: none"> <li>Evidence of further professional development related to leadership</li> </ul>	A, E
<b>Leadership and Management</b>	
<ul style="list-style-type: none"> <li>A well-grounded and inspirational individual with senior leadership experience in a primary, infant or junior school setting</li> </ul>	A, I, R, E
<ul style="list-style-type: none"> <li>Comfortable with embracing and building upon the team based, inclusive, Christian ethos of the school</li> </ul>	A, I, R, E
<ul style="list-style-type: none"> <li>A leader with presence and visibility, who inspires, motivates others, restless to continue improving the quality and robustness of the teaching team and the outcomes for children</li> </ul>	A, I, R, E
<ul style="list-style-type: none"> <li>A person who sets high standards and holds people to account</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>Has the ability to drive and develop leadership capacity and skills within teams and individuals through strong coaching and mentoring</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>Challenge staff to further raise standards whilst supporting them and ensuring they have a good work/life balance</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>Proven track record of leading others, appointing staff, conducting appraisals and managing performance</li> </ul>	A, I, R, E
<ul style="list-style-type: none"> <li>Able to work in partnership with the Governing Body, parents, local church, other schools, preschools, the Diocese, local authority and to be able to contribute to the collaborative ethos of local partnerships</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>Has a thorough grasp of school data and how to use it to drive further improvements</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>Is articulate and approachable with excellent communication skills both verbally and in writing</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>Able to demonstrate delivery of high quality education within the constraints of a fixed budget</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>A strategic thinker with the ability to work under pressure, determine priorities and meet deadlines</li> </ul>	A, I, R, E
<b>Knowledge and Experience</b>	
<ul style="list-style-type: none"> <li>A sound knowledge of the current educational developments</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>Knowledge of the statutory requirements pertaining to schools</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>Evidence of substantial successful teaching experience with a proven record of excellent practice, as well as experience in developing the practice of others</li> </ul>	I, R, E
<ul style="list-style-type: none"> <li>Knowledge and understanding of the whole primary phase</li> </ul>	I, R, E
<ul style="list-style-type: none"> <li>Evidence of having introduced and managed a significant change, development or improvement across a school</li> </ul>	A, I, E

<ul style="list-style-type: none"> <li>• Demonstrates experience of working with digital communications technologies</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>• Evidence of a passionate desire for every child to achieve their very best in their academic, social, physical and spiritual development</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>• Able to demonstrate experience of financial accountability</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>• A clear understanding of how to work positively and transparently in collaboration with the Governing Body</li> </ul>	A, I, E
<b>Personal Qualities and Attributes</b>	
<ul style="list-style-type: none"> <li>• Able and committed to promote and develop the school's distinctive Christian standards and character'</li> </ul>	A,I,E,R
<ul style="list-style-type: none"> <li>• Able to demonstrate significant Christian commitment</li> </ul>	A,I,E,R
<ul style="list-style-type: none"> <li>• A caring, people person who is approachable, empathic and who demonstrates interest in the well-being of staff as well as pupils</li> </ul>	I, R, E
<ul style="list-style-type: none"> <li>• Strong communication and interpersonal skills with the ability to build effective relationships with key stakeholders</li> </ul>	A,I,E
<ul style="list-style-type: none"> <li>• Demonstrates an interest in building a total school community, actively including staff, pupils and parents</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>• A person who is collegiate in approach, who works well with others in local networks and communities</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>• A person with energy and initiative who can manage their own time effectively in order to achieve challenging goals</li> </ul>	A, I, E
<b>Safeguarding</b>	
<ul style="list-style-type: none"> <li>• Committed to safeguarding and promoting the welfare of children</li> </ul>	A, I, E
<ul style="list-style-type: none"> <li>• Able to maintain and further develop a culture of vigilance with regard to safeguarding and child protection</li> </ul>	A, I, E