

Person Specification: Headteacher

School: Stowting CEP School

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

E - Essential D - Desirable

	Criteria
Qualifications	<ul style="list-style-type: none"> • Degree (E) • Qualified Teacher Status (E) • Evidence of personal and professional development (E) • NPQH or similar preferred but not essential (D)
Experience	<ul style="list-style-type: none"> • Evidence of successful leadership (E) • Proven track record of school improvement (E) • Teaching at various levels of the Primary sector (E) • Curriculum development, monitoring and assessment (E) • Evidence of collaboration with wider educational community (E)
Skills and abilities	<ul style="list-style-type: none"> • Ability to manage and monitor budgets and deploy human resources • Ability to develop leadership capacity and skills within teams and individuals • Ability to work under pressure, determine priorities and meet deadlines • Ability to communicate and convey information for differing purposes • Ability to lead with optimism, continually building and developing positive relationships • Ability to lead and inspire high quality teaching, learning and behaviour

Leading learning and teaching	<ul style="list-style-type: none"> • In-depth knowledge of all Primary Key Stages (D) • An outstanding classroom practitioner, who will lead by example and inspire staff to improve and develop (E) • Ability to acknowledge teaching excellence and challenge any under-performance across the school (E) • Proven ability in raising achievement of highly able pupils and those who need more support, including some SEN (E) • Passionate about improving the quality of children’s learning (E) • Committed to promoting, challenging and supporting all children, whatever their ability (E) • Determine and ensure the implementation of a policy for the pastoral care of the pupils while ensuring that the standard of behavior and attendance of the pupils is acceptable (E)
Maintaining and enhancing our school ethos	<ul style="list-style-type: none"> • Committed to preserve and develop the Christian foundation, character and ethos of the school (E) • Shaping the future with an ability to build and articulate a shared vision and engage people to secure a successful future (E) • Committed to participating in school, community and Church activities (E) • Commitment to a culture of continuous improvement (E)
Leadership and working with others	<ul style="list-style-type: none"> • A genuine all-rounder, able to flex to the needs of a small rural school, thinking creatively to find opportunities and solutions (E) • An excellent communicator, diplomatic, confident and able to quickly build trust with all stakeholders (E) • Able to develop, empower and motivate a team, individuals and pupils (E) • A highly visible presence and good role model who inspires confidence and trust (E) • Engage with the local church and wider community to build partnerships, share resources, promote collective events and ensure advocacy for children and young people (E)

Managing the organisation	<ul style="list-style-type: none"> • Able to demonstrate an inspirational and supportive style of leadership (E) • Plan, organise and exercise sound judgement and communicate and delegate effectively (E) • An understanding of and commitment to the requirements of safeguarding children and an ability to maintain a culture of vigilance (E) • An effective decision maker; ability to take a brave and courageous approach to initiating, implementing and monitoring policies and practices. Being able to pioneer new ways of thinking for the good of children (E) • A strategic thinker with a real commercial savvy to run the school effectively and efficiently to achieve the most out of the schools resources (E) • Ability to communicate and manage key relationships including LA and Diocese (E)
Securing accountability	<ul style="list-style-type: none"> • Committed to working with a highly supportive Governing Body to enable it to meet its statutory responsibilities (E) • Able to present an accurate and understandable account of the school's performance to stakeholders (E) • Develop a school ethos underpinned by Christian values that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes • Demonstrate a political insight and be aware of a range of school improvement strategies which accelerate progress for highly able and lower ability children alike (D)
Safeguarding	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children (E) • Ability to maintain and develop a 'culture of vigilance' with regard to safeguarding and child protection (E)