



## 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.

Professional Qualifications
<ul style="list-style-type: none"> <li>• Qualified teacher status</li> </ul>
<ul style="list-style-type: none"> <li>• Evidence of further professional development related to leadership (e.g. NPQH, MA, etc.)</li> </ul>
Leadership and Management
<ul style="list-style-type: none"> <li>• A well-grounded and inspirational individual with recent senior leadership experience in a primary school setting</li> </ul>
<ul style="list-style-type: none"> <li>• Committed to embracing and building upon the team based, inclusive, Christian ethos of the school</li> </ul>
<ul style="list-style-type: none"> <li>• A person who is ambitious for the school, sets high standards, promotes excellence and holds people to account</li> </ul>
<ul style="list-style-type: none"> <li>• A strategic thinker with the ability to work under pressure, determine priorities and meet deadlines</li> </ul>
<ul style="list-style-type: none"> <li>• A leader with presence and visibility, who inspires, motivates and empowers others; to continue to build upon the school's strengths in delivering high standards of learning, maintaining balance, cohesion and enrichment in children's learning experiences across the curriculum</li> </ul>
<ul style="list-style-type: none"> <li>• Has the ability to drive and develop leadership capacity and skills within teams and individuals through effective coaching and mentoring</li> </ul>
<ul style="list-style-type: none"> <li>• Able to challenge staff to further raise standards whilst supporting them and ensuring they have a good work/life balance</li> </ul>
<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>
<ul style="list-style-type: none"> <li>• Proven track record of leading others, appointing staff, conducting appraisals and managing performance</li> </ul>
<ul style="list-style-type: none"> <li>• Able to work in partnership with parents, the local church, other schools, preschools, the Diocese, local authority and to be able to contribute to the collaborative ethos of local partnerships</li> </ul>
<ul style="list-style-type: none"> <li>• Is articulate and approachable with excellent communication skills both verbally and in writing</li> </ul>
Spiritual Leadership
<ul style="list-style-type: none"> <li>• Ability to articulate and share a vision for a Voluntary Aided CE and Methodist primary school</li> </ul>
<ul style="list-style-type: none"> <li>• Secure understanding of the distinctive nature of a Voluntary Aided church school</li> </ul>
<ul style="list-style-type: none"> <li>• Able to demonstrate their knowledge and understanding of leading the spiritual development of all within the school</li> </ul>
<ul style="list-style-type: none"> <li>• A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school</li> </ul>

<b>Knowledge and Experience</b>
<ul style="list-style-type: none"> <li>• Knowledge of the statutory requirements relating to schools and is up to date with current educational developments</li> </ul>
<ul style="list-style-type: none"> <li>• Outstanding classroom practitioner with the ability to inspire others</li> </ul>
<ul style="list-style-type: none"> <li>• Knowledge and understanding of the whole primary phase</li> </ul>
<ul style="list-style-type: none"> <li>• Able and committed to promote and develop the school's distinctive Christian ethos</li> <li>• and character</li> </ul>
<ul style="list-style-type: none"> <li>• Evidence of having introduced and managed a significant change or improvement across a school</li> </ul>
<ul style="list-style-type: none"> <li>• Demonstrates experience of working with digital communications technologies</li> </ul>
<ul style="list-style-type: none"> <li>• Evidence of a passionate desire for every child to achieve the very best in their academic, social, physical and spiritual development</li> </ul>
<ul style="list-style-type: none"> <li>• Committed to working positively with the Governing Body, towards a shared goal using key strategic documents such as the school improvement plan</li> </ul>
<ul style="list-style-type: none"> <li>• Ability to set, manage and monitor budgets and deploy human resources effectively</li> </ul>
<b>Personal Qualities and Attributes</b>
<ul style="list-style-type: none"> <li>• A caring, people person who is approachable, empathic and who promotes the well-being of staff and pupils</li> </ul>
<ul style="list-style-type: none"> <li>• Is committed to building a total school community, actively including staff, pupils and parents</li> </ul>
<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>
<ul style="list-style-type: none"> <li>• A person with stamina, energy and initiative who can manage their own time effectively in order to achieve challenging goals</li> </ul>
<b>Safeguarding</b>
<ul style="list-style-type: none"> <li>• Committed to safeguarding and promoting the welfare of children</li> </ul>
<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>