



HEADTEACHER – PERSON SPECIFICATION

This person specification is related to the requirements of the post as determined by the Tunstall C. of E. Headteacher job description document. We will carry out shortlisting based on how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.

To meet the requirements of our school you will need to...

Personal Qualities and Attributes
<ul style="list-style-type: none">• demonstrate a passionate desire for every child to achieve the very best in his/her academic, social, physical and spiritual development
<ul style="list-style-type: none">• be a caring person who is approachable, empathic and who promotes the well-being of staff and pupils
<ul style="list-style-type: none">• be committed to building a total school community by actively including staff, pupils, parents/carers and governors
<ul style="list-style-type: none">• actively uphold and enhance the Christian foundation, character and ethos of the school
<ul style="list-style-type: none">• be a dedicated ambassador for the school's ethos and values, both internally and across the wider community
<ul style="list-style-type: none">• be committed to actively participate in school, community and Church activities
<ul style="list-style-type: none">• demonstrate a collegiate approach, working well with others in local networks and communities
<ul style="list-style-type: none">• show resilience, energy and initiative, using effective time-management to achieve challenging goals

Professional Qualifications
<ul style="list-style-type: none">• have achieved Qualified teacher status
<ul style="list-style-type: none">• be able to evidence further professional development related to leadership (e.g. NPQH, MA, etc.)

Leadership and Management
<ul style="list-style-type: none">• be a well-grounded and inspirational individual who leads with presence and visibility and can motivate and empower others
<ul style="list-style-type: none">• be able to shape the future, to build and articulate a shared vision and engage people to secure a successful future
<ul style="list-style-type: none">• be able to embrace and build upon the team-based, inclusive, Christian ethos of the school
<ul style="list-style-type: none">• set high standards, promote excellence and hold people to account, demonstrating your ambition for the school
<ul style="list-style-type: none">• recognise individual difference and the benefits of diversity by leading others fairly and equitably as part of a positive school culture
<ul style="list-style-type: none">• think strategically, work effectively under pressure, determine priorities and meet deadlines

<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • drive and develop leadership capacity and skills within teams and individuals through effective coaching and mentoring
<ul style="list-style-type: none"> • challenge staff to further raise standards whilst supporting them and ensuring they have a good work/life balance
<ul style="list-style-type: none"> • understand and interpret school data and use it to drive further improvements
<ul style="list-style-type: none"> • demonstrate a proven track record of leading others, appointing staff, conducting appraisals and managing performance
<ul style="list-style-type: none"> • work in partnership with parents/carers, the local church, other schools, preschools, the Diocese, local authority and to be able to contribute to the collaborative ethos of local partnerships
<ul style="list-style-type: none"> • be articulate and approachable with excellent communication skills both verbally and in writing

Knowledge and Experience
<ul style="list-style-type: none"> • have recent senior leadership experience in a primary school setting and a proven track record in school improvement
<ul style="list-style-type: none"> • demonstrate excellent knowledge of the statutory requirements relating to schools and current educational developments
<ul style="list-style-type: none"> • be an outstanding classroom practitioner with the ability to inspire others
<ul style="list-style-type: none"> • demonstrate knowledge and understanding of the whole primary phase, and how to maintain an 'Outstanding' Ofsted rating
<ul style="list-style-type: none"> • evidence experience of introducing and managing a significant change or improvement across a school
<ul style="list-style-type: none"> • champion the introduction of innovative practices and technologies across the school and lead by example in their use
<ul style="list-style-type: none"> • work positively with the Governing Body, towards shared goals using key strategic documents such as the school improvement plan
<ul style="list-style-type: none"> • set, manage and monitor budgets and deploy human resources effectively

Safeguarding
<ul style="list-style-type: none"> • demonstrate commitment to safeguarding and promoting the welfare of children, with a good understanding of relevant procedures and practices
<ul style="list-style-type: none"> • maintain and further develop a culture of vigilance regarding safeguarding and child protection.

