

HEADTEACHER PERSON SPECIFICATION 2018
Chevening (St Botolph's) C.E. (V.A.) Primary School

The following outlines the criteria for successful performance in this post. Applicants should describe in their application how they meet these criteria. Governors will also test aspects of the criteria for shortlisted candidates during selection and assessment activities and interview. Governors will be looking for evidence of good practice as set out in the National Standards of Excellence for Headteachers.

Qualifications
<ul style="list-style-type: none"> • Qualified Teacher Status.
<ul style="list-style-type: none"> • Evidence of recent professional development in preparation for educational leadership.
<ul style="list-style-type: none"> • NPQH or equivalent qualification.
Faith Commitment
<ul style="list-style-type: none"> • Ability to uphold and develop the school's distinctive Christian values and ethos.
Experience
<ul style="list-style-type: none"> • Proven track record of successful senior leadership in the primary sector.
<ul style="list-style-type: none"> • Evidence of successfully analysing data and drawing up improvement plans which are monitored and evaluated and result in measurable improvement.
<ul style="list-style-type: none"> • Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils including reducing the gap for disadvantaged pupil groups.
<ul style="list-style-type: none"> • Evidence of successful management of staff performance including supervision, target setting, coaching, capability and/ or conduct management procedures.
<ul style="list-style-type: none"> • Experience of developing and successfully implementing whole school strategies to raise standards.
Leadership and Management Skills
<ul style="list-style-type: none"> • Financial competence and strategic awareness of the financial implications of decisions made operationally, including budgets and human resources.
<ul style="list-style-type: none"> • Ability to communicate and convey information for differing purposes, using a variety of media to ensure audience understanding.

<ul style="list-style-type: none"> • A school leader but also a 'team player' with a commitment to working in partnership with the governing body, parents, local churches, other schools, pre-schools, the Diocese, Local Authority and continue the collaborative ethos of local partnerships.
<ul style="list-style-type: none"> • The ability to recruit, retain, motivate and develop staff.
<ul style="list-style-type: none"> • The ability to work with the Governing Body and staff to manage the preparation, implementation and monitoring of the school improvement plan and the Ofsted self-evaluation process.
Educational
<ul style="list-style-type: none"> • A sound knowledge and understanding of the whole primary phase including evidence of successful teaching.
<ul style="list-style-type: none"> • The ability to make an educationally inclusive commitment to all pupils.
<ul style="list-style-type: none"> • Willingness to operate as a role model of outstanding teaching ability, undertaking some classroom teaching as necessary.
<ul style="list-style-type: none"> • Awareness of the national changes within education, including curriculum, assessment, and Ofsted.
Safeguarding
<ul style="list-style-type: none"> • Knowledge of Child Protection and Health and Safety.
<ul style="list-style-type: none"> • Ability to promote and safeguard the welfare of all children within the care of the school.
<ul style="list-style-type: none"> • Ability to maintain and develop a 'culture of vigilance' with regard to safeguarding and child protection.