



Thinking deeply, loving abundantly, serving graciously, for the Glory of God
'A Place where everyone can flourish'
John 10:10

Tunstall Church of England Primary School

Headteacher - Person Specification

Section 1 Qualifications and Experience

1. Qualifications

- Have achieved QTS.
- To be able to evidence further Professional Development in preparation for Headship e.g. NPQSL, CEPQH.

2. Experience

- Have teaching experience working in more than one school and more than one Key Stage.
- Evidence of successful Headship experience.
- Appropriate training and experience in Safeguarding / Child Protection.
- A proven track record of impacting standards and effectiveness at Headship or senior leadership level.
- Can demonstrate impact of line management and appraisal on school improvement and experience of change management.
- Evidence of school improvement through effective budget setting.
- Deep and accurate understanding of school effectiveness through targeted School Improvement Planning and accurate Self-Evaluation.
- Experience of developing the shared vision through working with Governors and the creation of positive partnerships with parents and the wider community.

Section 2 Leadership

- Works in partnership with the Governing body to develop and build upon the school's Christian vision and character, to be cascaded via the senior leadership team to improve school performance.
- Leads by example - with integrity, creativity, resilience and clarity.

- Is able to inspire and influence staff, pupils, parents and the local community, developing engagement with school vision, values and goals which impact on school improvement.
- Is able to promote a clear philosophy to staff and gain commitment from staff across the primary years, to ensure outstanding teaching and learning.
- Demonstrates ability to think strategically: initiating, planning, monitoring and evaluating school improvement and change processes.
- Translates the school vision into guidance and direction, which enables the senior leadership team to drive school performance.
- Demonstrates excellent people management and communication skills, emotional intelligence and approachability to promote teamwork.
- Ability to empower all staff and pupils to strive to excel.
- Is able to make difficult decisions and convey outcomes clearly and sensitively, influencing others in a variety of situations.
- Gathers and manages comprehensive information and data to support decision making.
- Welcomes strong governance and actively supports the Governing body to understand its role and deliver its functions of strategy-setting and monitoring effectively.

Section 3 Teaching, learning, assessment and additional/special educational needs

- Demonstrates a secure understanding of curriculum, design and delivery, that sets out the knowledge, skills and values that will be taught.
- Has a proven track record of developing evidence-informed approaches to achieve high outcomes.
- Secures excellent teaching through an analytical understanding of how all pupils learn (including those with SEND) and of the core features of successful classroom practice and curriculum design.
- Ensures that teachers and other staff have consistently high expectations of what each pupil can achieve and therefore ensures that pupils are effectively prepared for their next phase of education and life.
- Strengthens our outward-facing culture, working collaboratively with other schools and organisations in a climate of mutual challenge, to champion best practice and secure excellent achievements for all pupils.
- Empowers others to look constructively at their own performance and how this impacts on the work of the school and supports others to create an effective and stable learning environment, by monitoring the quality and consistency of teaching throughout the school.
- Focuses on pupils' needs and sets high expectations for all.
- Accurately identifies the components of good teaching, and demonstrates the coaching skills needed to transmit these to peers and other staff.
- A proven track record of implementing a school-wide consistent approach to positive behaviour management.
- Evidence of fostering a culture of high expectation and mutual respect between pupils and adults.

Section 4 Organisational effectiveness

- Is able to hold all staff to account for their professional conduct and practice, supporting them to improve and value excellent practice.

- Distributes leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account.
- Provides high-quality teaching through high quality training and sustained professional development for all staff.
- Has experience working in partnership with the school leadership team, responding to change opportunities, providing effective solutions for implementation, and making positive use of the opportunities it presents.
- Exercises strategic, curriculum-led financial planning to ensure effective deployment of budgets and resources, to improve pupil achievement and ensure the school's sustainability.
- Effectively manages time tracking performance against agreed deadlines and milestones.

Section 5 Ethos/Values/Religious Character

- Is able and committed to promoting and developing the school's distinctive Christian vision, standards and character in partnership with those responsible for governance and through consultation with the local and school communities.
- Is regarded as a school leader but also a team player, with a commitment to work in collaboration and partnership with local churches, the diocese and other stakeholders.
- Holds a passionate desire for every child to flourish and achieve their very best in their academic, social, physical and spiritual development
- Encourages organisational and individual responsibility towards the community and the environment.
- Understands the importance of British values, consistently models these values and demands the highest standards of respect and tolerance from all staff, pupils and stakeholders.

Section 6 Safeguarding

- Demonstrate a commitment and understanding to Safeguarding and the promotion of the welfare and safety of children.
- Have a deep and accurate working knowledge of relevant policies,
- procedures and practices related to all aspects of Safeguarding and Child Protection.
- Can demonstrate leadership impact on the development of a culture of vigilance and nurture across the whole school community.

Tunstall Church of England School is committed to Safeguarding and promoting the welfare of staff, children and young people. The post is subject to an Enhanced Disclosure Application to the Disclosure and Barring Service.

Reviewed: April 2026