



## Headteacher 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

- Qualified teacher status
- Evidence of further professional development related to leadership (e.g. NPQSL, NPQH, etc.)

### Leadership and Management

- A well-grounded and inspirational individual with recent senior leadership experience in a primary school setting
- Committed to embracing and building upon the team based, inclusive, Christian ethos of the school
- A person who is ambitious for the school, sets high standards, promotes inclusivity and holds people to account
- A strategic thinker with the ability to work under pressure, determine priorities and meet deadlines
- 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
- Has the ability to drive and develop leadership capacity and skills within teams and individuals through effective coaching and mentoring
- Model a good work-life balance and support staff in maintaining their own.
- Has a thorough grasp of school data and how to use it to maintain and drive further improvements in pupil progress
- Proven track record of leading others, appointing staff, conducting appraisals and managing performance
- Able to work in partnership with parents, the local churches, other schools, preschools, the Diocese, the Methodist Circuit, local authority and to be able to contribute to the collaborative ethos of local partnerships



### Spiritual Leadership

- Ability to articulate and share a vision for a Voluntary Aided Church of England and Methodist primary school
- Understanding of the distinctive ethos and values of our Voluntary Aided church school
- Able to demonstrate their knowledge and understanding of leading the spiritual development of all within the school
- Have a commitment to the Christian ethos of the school

### Knowledge and Experience

- Knowledge of the statutory requirements relating to schools and remains up-to-date with current educational developments
- Outstanding classroom practitioner with the ability to inspire others
- Knowledge and understanding of the whole primary phase
- Evidence of having introduced and managed change or improvement across a school
- Demonstrates experience of working with digital communications technologies
- Evidence of a passionate desire for every child to achieve the very best progress in their academic, social, physical and spiritual development
- Committed to working positively with the Governing Body, towards a shared goal using key strategic documents
- Ability to set, manage and monitor budgets and deploy human resources effectively

### Personal Qualities and Attributes

- A caring, people person who is approachable, empathic and who promotes the well-being of staff and pupils
- Is committed to encouraging an inclusive school community, actively including staff, pupils, parents and governors
- A person who is collegiate in approach, who works well with others in local networks and communities
- A person with stamina, humour, energy and initiative who can manage their own time effectively in order to achieve challenging goals

### Safeguarding

- Committed to safeguarding and promoting the welfare of children
- Able to maintain and further develop a strong safeguarding culture that protects all members of the school community