

**HEADTEACHER PERSON SPECIFICATION**

**E = Essential D = Desirable**

**AF = Application Form I = Interview/other activities R = Reference**

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| **ATTRIBUTES** | **E / D** | **AF / I / R** |
| **Qualifications** |  |  |
| Recognised teaching qualification with Graduate status | E | A F/ R |
| Attainment of Leadership/Management Qualification or willingness to work towards | E | AF / R |
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| **Experience** |  |  |
| Significant effective senior leadership & management experience | E | AF / I / R |
| Evidence of recent further professional development | D | AF / I / R – |
| Experience of teaching across the appropriate age range | E | AF / I |
| Clear understanding of the SEN code of practice & the provision required for pupils with particular needs (eg SEN, EAL & G&T) | E | AF / I / R |
| Demonstrable knowledge & understanding of safeguarding requirements & a commitment to fully meeting those requirements | E | AF / I |
| Knowledge of the SIAMS Framework and expectations as a Church of England school | E | AF/I/R |
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| **Leading Teaching & Learning** |  |  |
| Demonstrate & encourage inspirational & outstanding teaching skills | E | AF / R / I |
| The ability to coach others in outstanding classroom practices to increase standards | E | I / R |
| Can effectively work with children identified as having a specific need | E | I / R |
| Possesses a working knowledge of national educational standards & progress measures | E | AF / R |
| Can collect, analyse, interpret and respond to data accurately and in a timely manner, producing School Improvement Plan & School Development Plans accordingly | E | I / AF / R |
| Recognises & values existing traditions within the school, while seeking to develop & grow in line with the strategic view | E | I |
| The ability to lead the school in collective worship | D | I |
| Experience of implementing music, arts and languages within the school curriculum and communicating the importance & benefits of these | D | I |
| Able to lead whole school Collective Worship | E | I |

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| **Improving the Life Chances of Children and Young People** |  |  |
| Knowledge of the physical, intellectual, linguistic, social and emotional growth and development of children and young people and the ability to effectively respond to under development | E | AF / I |
| Ability to promote a positive ethos of excellence, equality, respect & high expectation for all | E | AF / I |
| Demonstrate an understanding of the role and value that external agencies and professionals have in supporting children and young people | E | I / AF / R |
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| **Developing Self and Working with Others** |  |  |
| The ability to positively challenge, influence and motivate direct reports to achieve high goals | E | I / AF / R |
| Excellent communication skills including the ability to use warmth, humour & empathy appropriately | E | I / R |
| The ability to foresee, address & resolve difficult situations in a timely and respectful manner | E | I / AF / R |
| Effectively works with staff, parents & governors in the development & delivery of the ethos, values, aims & objectives of the school | E | AF / R / I |
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| **Managing the Organisation** |  |  |
| Strong people management skills & experience, organisational & time management skills | E | I / AF / R |
| The ability to provide clear & effective leadership, delegating where necessary | E | I / AF / R |
| Has experience of carrying out performance reviews within the annual performance cycle | D | AF / I |
| Drive & ambition to achieve performance outcomes | E | AF |
| Experience of working with a Governing Body | D | AF / I |
| Experience of managing and of taking financial responsibility for resources | E | AF/I |
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| **Securing Accountability** |  |  |
| The ability to carry out regular school self-review and combine the outcomes with external evaluations in order to further develop the school | E | I / AF / R |
|  |  |  |
| **Shaping the Future** |  |  |
| Able to develop the Christian character of the school | **D** | AF/I |
| Demonstrate strategic vision and communicate this effectively to all parties | E | I / R |
| Experience of interviewing, appointing & inducting new staff | D | AF |
|  |  |  |
| **Managing Resources** |  |  |
| Knowledge and understanding of the financial accountability of the school | E | AF / I |
| Experience of managing budgets and school finances | D | AF / I |
| A strong accurate administrative manager | E | AF / I |
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