

St Mary and St John CEVA
Primary School
Person Specification



Aspect	Essential	Desirable	How Measured
Qualifications and CPD record	<ul style="list-style-type: none"> • Qualified Teacher Status • First degree • Record of CPD relevant to headship 	<ul style="list-style-type: none"> • NPQH • Higher degree • Worshipping member of the Church of England or any Church within Churches Together in England 	<ul style="list-style-type: none"> • Application form • Examination certificates • Interview
Employment record	<ul style="list-style-type: none"> • Successful track record of leadership in the primary sector • Successful track record in teaching across the primary age range 		<ul style="list-style-type: none"> • Application form • Interview
Leadership and Management	<ul style="list-style-type: none"> • High level understanding of school management structures and systems • Knowledge of the SIAMS Framework and expectations as a Church of England school • Ability to inspire and maintain high morale, address problems, resolve any conflict through arbitration and reconciliation • Positive and approachable committed to equal opportunities and high achievement • Manages own workload and that of others for an appropriate work/life balance • Able to prioritise • Able to organise people and resources to provide excellent learning environments 	<ul style="list-style-type: none"> • Previous experience as a Head teacher or deputy Headteacher • Previous experience of working in a Church School. • Experience of planning and managing premises improvement. • Experience of managing and of taking financial responsibility for resources • Experience of managing an out of school setting such as a pre-school or wraparound care programmes 	<ul style="list-style-type: none"> • Presentation • In-tray exercise • Interview • Collective Worship

Aspect**Essential****Desirable****How Measured**

Leadership and Management continued

- Able to lead whole school Collective Worship
- Knowledge of planning and managing premises improvement
- Knowledge of managing and of taking financial responsibility for resources

Leadership and Management of the Curriculum

- Sound knowledge of the National Curriculum and its delivery in the primary sector, monitoring curriculum delivery by others and driving improvement
- Knowledge of the Early Years Framework
- Demonstrable ability to identify and deliver outstanding teaching, setting high expectations and developing a successful learning culture
- In-depth knowledge and understanding of current national and international thinking which informs school priorities and developments and against which the school's progress can be mapped
- Demonstrable experience in assisting others to develop a personalised learning approach in their classrooms
- In-depth knowledge and understanding of safeguarding all in school
- Ability to use IT to generate and interpret pupil data to drive improvement

- Demonstrable recent experience of delivering the national curriculum in the primary sector
- Experience of teaching across the age range
- Experience of leading RE teaching in school
- Clear understanding of SEN Code of Practice and experience of managing SEN
- Experience of leading the teaching of gifted and talented pupils

- Lesson Observation
- School Council
- Interview
- Presentation

Aspect**Essential****Desirable****How Measured**

Stakeholders and the Community

- Effective communicator
- Experience of working with parents and parental groups and commitment to partnership with all stakeholders and other agencies.
- Upholds and promotes Christian ethos

- Experience of working with the wider community including nurseries, pre-schools and secondary schools

- Parent Panel
- School Council
- Collective Worship
- Interview
- Presentation
- In tray exercise

Personal qualities

- Courteous
- Empathetic
- Respectful
- Child centred
- Sense of humour
- Calm
- Capacity for leadership
- uphold and demonstrate the Seven Principles of Public Life

- Inspirational
- Passionate

- Interview
- School Council
- Parent panel
- Presentation
- Demonstration lesson
- Collective Worship