

Holy Trinity Church of England Primary Academy

Person Specification: CEO/Headteacher

	Essential	Desirable	Assessment
Faith	<p>The Headteacher will have:</p> <ul style="list-style-type: none"> • A clear vision of what the Christian ethos and values mean for the Academy • A sound understanding of the impact that Christian ethos and values have on achieving outstanding outcomes for children • The ability to support strongly and develop all aspects of the Christian ethos and values of our Academy – Compassion, Courage, Aspiration and Joy • The willingness to work with the Diocese and local clergy in a positive and fruitful way to support the spiritual growth of all children whatever their faith or non-faith position 	<p>In addition, the Headteacher might have</p> <ul style="list-style-type: none"> • Credentials to present as a practising Christian belonging to a denomination that is a member of “Churches Together in Britain and Ireland” 	<ul style="list-style-type: none"> • Application form • Faith reference • Interview
Qualifications	<ul style="list-style-type: none"> • A degree level qualification • Qualified Teacher Status 	<ul style="list-style-type: none"> • NPQH or other leadership qualifications relevant to education • L3 training in safeguarding • Mental Health Training 	<ul style="list-style-type: none"> • Application form • Degree and post graduate certificates • Interview

<p>Experience</p>	<ul style="list-style-type: none"> • Evidence of ongoing, outstanding teaching, and leadership of teaching, resulting in outstanding pupil outcomes • Safeguarding training up to date and experience of managing safeguarding within the wider school • Successful collegiate-style leadership skills and the ability to drive school improvement at a senior level in a school or Academy, evidenced by outcomes in that setting • Experience of analysing and interpreting data in relation to pupil groups and at forming plans to improve any identified areas of weakness • Expertise in pupil assessment and analysis of assessment to inform planning and target setting • Experience of reporting to Governors and other stakeholders on various aspects of school life including data analysis • Experience of managing part of a school budget successfully and accountably • Experience of recruitment and induction of new staff • Experience of successfully managing challenging behaviour from pupils, staff and parents • Experience of working in collaboration with other schools and settings for mutual benefit. 	<ul style="list-style-type: none"> • Experience of leadership in other schools, phases or places of work • Experience of managing ITT • Experience of multiagency work • Experience of building relationships with the Diocese and local clergy • Experience of managing external and internal audits with support of School Business Manager and accountants 	<ul style="list-style-type: none"> • Application form • References • Presentation • Interview
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<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Knowledge and Understanding</p>	<ul style="list-style-type: none"> • Knowledge and understanding of the structure and accountability of a Single Academy Trust • A thorough understanding of the Primary Curriculum across all phases • Understanding of the importance of providing every child with a broad based curriculum, including engaging learning sequences, experiences and knowledge beyond the core areas • Understanding of the statutory testing framework across the Foundation Stage and the Primary phases and the implications this has for outcomes • Understanding of and complete commitment to safeguarding and promoting the welfare of children • Understanding of health and safety, equalities, and data protections policies and procedures • Some understanding of the political environment and pressures on Academies within the political context 	<ul style="list-style-type: none"> • An understanding of the Foundation Stage curriculum • Understanding of management accounts, and Company accounts at least to some extent 	<ul style="list-style-type: none"> • Application form • References • Presentation • Interview
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<p style="text-align: center;">Skills</p>	<ul style="list-style-type: none"> • The ability to work under pressure and to meet deadlines • The ability to prioritise, plan and organise own time effectively • The initiative and leadership skills to make and effect change to enhance and raise standards • The skills to support the work of colleagues at the Academy and in partnership with other settings and networks, to promote outstanding outcomes for all children • The skills to direct and coordinate the work of others, using positive reinforcement to encourage the best in staff • The ability to seek advice and support when necessary • A creative and imaginative approach to anticipating and solving problems and identifying opportunities • Good interpersonal skills • Effective communication skills, both oral and written, for a range of audiences • Positive attitude to behaviour management 	<ul style="list-style-type: none"> • Ability to encourage leadership in others • Financial expertise 	<ul style="list-style-type: none"> • Application form • Interview
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Personal Characteristics	<ul style="list-style-type: none">• A positive attitude to change and new ideas• A calm and positive approach to challenging situations• Perseverance• Self-motivation• Intellectual ability• Initiative• Emotional intelligence• Good sense of humour• Motivator of others	<ul style="list-style-type: none">• Wide range of interests to support the broad and balanced curriculum	<ul style="list-style-type: none">• Application form• Interview
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