



Faith – Hope – Trust

PERSON SPECIFICATION

Executive Headteacher – The Carlton & Faceby and Bilsdale Church of England Federation

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Qualified Teacher status	X	
Further professional/ academic study e.g. MA		X
Evidence of gaining or working towards NPQH or CEPQH qualification		X
Evidence of continuous professional development including recent leadership training	X	
EXPERIENCE AND SKILLS	Essential on appointment	Desirable on appointment
Experience across the appropriate age range and in a small school	X	
Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at primary level	X	
A proven track record for delivering high standards in learning and teaching	X	
Enthusiasm and expertise in developing and implementing a curriculum that is exciting and inspiring for children and staff alike	X	
Experience of establishing and maintaining effective partnerships with parents/carers, the local community, local authority and the diocese.	X	
A strong focus on continuous self and staff improvement and development, including effective feedback, delegation of appropriate tasks and empowerment of individuals and teams	X	
Knowledge and application of setting high expectations and monitoring progress in order to continually raise standards of teaching and learning and outcomes for pupils	X	
Demonstrate experience of senior leadership as a minimum as a Deputy Head, Assistant Headteacher or equivalent	X	
Up to date knowledge and understanding of Ofsted and SIAMS expectations	X	
LEADERSHIP OF A SCHOOL WITH RELIGIOUS CHARACTER	Essential on appointment	Desirable on appointment
Has up-to-date knowledge and understanding of the	X	

distinctive nature and needs of a Christian school		
Involvement in a SIAMS inspection		X
Able to demonstrate a commitment to developing and maintaining a Christian vision and culture for a school	X	
Inclusive of all faiths and beliefs	X	

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies;

Key Competencies	Essential on appointment	Desirable on appointment
Passionate commitment to education	X	
Clarity of vision	X	
Setting and achieving challenging goals	X	
High expectations of self and others	X	
Skilful communication according to audience	X	
Adhering to principles and values	X	

SAFEGUARDING	Essential on appointment
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	
Demonstrate a commitment to safeguarding and the welfare of children and young people	X
Ability to form and maintain appropriate relationships and personal boundaries	X
Emotional resilience in working with challenging behaviours	X
Appropriate use of authority and discipline	X