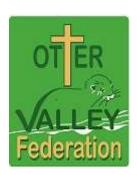
Believing and Achieving Together to be the Best We Can Be



Executive Headteacher: Person specification

We are looking for an Executive Headteacher with substantial strategic vision, a proven track record of successful school improvement and the ability to maximise distributive leadership. You must hold and articulate clear values and moral purpose, being fully supportive of the aims and ethos of a C of E (VA) School.

	Essential/Desirable Determination from			om:			
		Application	Interview	References			
Professional Qualifications							
Undertaking or completed NPQH or similar	D	Х					
Qualified teacher status	E	Х					
Current safeguarding training (Level 3)	D	Х					
	Relevant Experie	ence					
Significant experience as a Headteacher with a sustained record of school improvement	E	Х	Х	Х			
Experience as an outstanding practitioner throughout the 3-11 age range	Е	Х		Х			
Experience of working alongside children and families with multiple, complex needs and with challenging behaviours	E	Х	Х				
Evidence of safeguarding children and keeping them safe from harm and working to secure improvements in their welfare	E	Х	Х	Х			
Expertise in successfully identifying weaknesses and developing a strategic overview	E	Х	Х				
Evidence of successful leadership and strategic development in teaching and learning, including assessment to improve all pupil outcomes	Е	Х	Х	Х			
Experience of contributing to SIAMS	D	Х	Х				
Knowledge and experience of effective Christian distinctiveness and the central role of school worship	D	Х	X				

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To support the Heads of School to	E	Х	Х				
To support the Heads of School to	_ <u>_</u>	_ ^	^				
be as effective and productive as							
possible	Filiter and Berfereiter	10					
Ethics and Professional Conduct							
Commitment to the Visions of the	E	X	X				
Schools and knowledge of the							
Church of England's vision for							
education							
Understanding of and ability to	E	X	X				
manage the complexities involved							
in leading two church schools and							
developing a consistent Federation							
ethos							
Aspirations to implement	D	X	X				
environmental sustainability for							
the Federation							
Promotion of a whole world view	D	Х	Х				
alongside community cohesion		<u> </u>					
Supporting a positive work-life	E	Х	Х				
balance for all members of the							
Federation							
	Personal Quali	ties	•				
Enthusiasm for and commitment to	Е	Х	Х	Х			
the Executive Headteacher role,							
along with reliability and absolute							
integrity							
Excellent interpersonal skills with	E		Х				
the ability to empower others and							
relate confidently to a wide range							
of people in our Federation and							
Church community							
An understanding of and	E	Х	Х				
commitment to equal	_	<u> </u>	<u> </u>				
opportunities and no reluctance to		1					
deal with any issues of perceived		1					
discrimination							
A commitment to improving life	E	X	Х				
chances for our most vulnerable		_ ^	^				
pupils							
Ability to deal sensitively with	E	X	Х				
people with differing and		_ ^	^				
demanding expectations,							
demonstrating an ability to avert							
and resolve conflict							
Transparency, emotional self-	E		Х	X			
awareness and self-control, able to	E.	1	^	^			
manage criticism and use it		1					
_							
constructively to the Federation's benefit							
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