

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

Proven positive experience of working collaboratively in a multi-school environment	D	X		X
Evidence of commitment to continuous professional development	E	X	X	
Leadership, knowledge, and skills				
Ability to implement a strategic plan and evaluate the impact over a sustained period across a whole school community	E	X	X	X
Understanding of whole school development process	E	X	X	
Proficiency in numerical and financial data interrogation to inform school performance monitoring and evaluation, integrating 'best-value' principles	E	X	X	
Experience of inspection; benchmarking and research finding; applying good practice from other sectors and organisations	E	X	X	
Ability to manage and support effective future change across the Federation	E	X	X	
Demonstrated ability to monitor and appraise staff performance, promoting a coaching approach to motivate everyone positively	E	X	X	
Ability to use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance	E	X	X	
Ability to work effectively and collaboratively with the Governing Board members	E	X	X	X
Ability to provide inspirational and effective leadership and create a culture of effective communication	E	X	X	
Knowledge of recent national initiatives and their implications in the local context	E	X	X	
Knowledge of legal issues relating to managing a school, including equal opportunities, race relations, disability, human rights and employment legislation	D	X	X	

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