



Executive Headteacher

Person Specification

This person specification should be read alongside the Headteachers' standards 2020 and the Teachers' standards 2021. The post-holder will embody the ethics and professional conduct set out in Section 1 of the Headteacher standards. Section 2 of the standards exemplify the expectations for the postholder in relation to:

- Culture and Ethos
- Curriculum and Teaching
- Organisational Effectiveness

The full document can be viewed here: [Headteachers' standards 2020 - GOV.UK](#)

	Essential (E) Desirable (D)	Evidence Source*
Qualifications		
Qualified Teacher Status (QTS)	E	A
NPQH	D	A, I
NPQEL	D	A, I
Evidence of recent relevant professional development	E	A, I

Experience		
Experience of developing a safe and supportive environment for children	E	A, I
Significant experience of school leadership	E	A, I, R
A proven track record of leading and inspiring high-quality teaching	E	A, I
Experience of working collaboratively with other schools, or a multi-site school, or federation of schools	D	A, I, R
Evidence of securing sustained improvement in outcomes for learners	E	A, I, R
Recent experience of Ofsted inspection system & framework	E	A, I
Experience of the SIAMs inspection process	D	A, I
Experience of quality assuring school self-evaluation and improvement activities	E	A, I
Experience of developing school governance and promoting effective challenge and support	E	A, I

Experience (cont.)	Essential (E) Desirable (D)	Evidence Source*
Experience of HR processes	D	A, I
Experience of leading performance management and successfully addressing underperformance	E	A, I
Experience of promoting and leading school strategic partnerships	E	A, I
Knowledge of high-quality church school provision	D	A, I
Experience of school promotion and media relations	D	A, I
Up-to-date knowledge of education policy, pedagogy, inspection findings and statutory requirements	E	A, I
Experience of working closely with the local authority in a local authority-maintained school	D	A, I
Experience of managing a school budget	D	A, I
Experience of developing school leaders	E	A, I

Personal Attributes and Skills		
Presents as highly professional, setting high expectations for all and leading by example with integrity, creativity, resilience, and clarity	E	I, R
Commitment to collaborative ways of working	E	A, I, R
Ability to generate and deliver collective vision and shared purpose	E	A, I, R
Excellent organisational skills	E	I, R
Able to analyse and utilise school performance data to drive school improvement	E	A, I
Able to work under pressure to meet targets and deadlines	E	I, R
Be adaptive and responsive to change	E	A, I, R
Excellent communication skills with all stakeholders	E	A, I, R
Able to influence effectively at all levels	E	A, I

Specific Requirements		
Full driving licence, use of a car and willingness to travel between sites as part of regular duties	E	A, I
Sympathetic to the aims, values, ethos, and distinctiveness of Church of England schools	E	A, I

***A – Application, I – Interview, R – Reference**