

Person specification - Head Teacher

Criteria	Essential	Desirable
Christian Distinctiveness	<ul style="list-style-type: none"> • Sympathetic to Church ethos and able to support and lead this 	<ul style="list-style-type: none"> • Regular church attender
Skills	<ul style="list-style-type: none"> • Able to promote the vision and values of the school as part of the wider Trust and demonstrate the skills to motivate, inspire and influence others • Leadership and management skills • Able deliver operational priorities to improve standards • Able to make and/or communicate difficult decisions • Excellent presentation, communication and negotiation skills, both verbal and written. • Strong organisational skills • Good IT skills • Able to prioritise work under pressure and to meet deadlines • Able to forge strong professional relationships with all stakeholders • Financial management skills including the ability to assess the financial implications of changes and deliver a balanced budget. 	<ul style="list-style-type: none"> • Project management skills.
Qualifications	<ul style="list-style-type: none"> • Degree or equivalent qualification • Qualified Teacher Status • Evidence of ongoing CPD 	<ul style="list-style-type: none"> • Working or willingness to work towards NPQH • Post graduate qualification • Safeguarding and Prevent qualifications
Knowledge	<ul style="list-style-type: none"> • Knowledge of effective teaching methodology, curriculum design and quality assurance. • Up-to-date knowledge and understanding of education and the school landscape both locally and nationally • Detailed knowledge and understanding of safeguarding in schools and how to improve practice and operation 	

	<ul style="list-style-type: none"> • Understanding of people management and HR policies and procedures and how they improve standards • Knowledge and understanding of how to create a healthy and safe working environment for children/young people and staff 	
Experience	<ul style="list-style-type: none"> • Evidence of successful experience as a senior leader in a school • Evidence of successful teaching experience in the relevant key stages • Experience of dealing with confidential, complex and sensitive information • Evidence of developing links with other schools and organisations to enhance teaching and learning • Successful management of school resources including financial and budgetary processes, and staff recruitment • Evidence of putting in place effective strategies for teaching and learning, with an emphasis on improving outcomes and inclusion 	
Aptitude and attitude	<ul style="list-style-type: none"> • Aspirational leader enthusing high expectations. • Ability to demonstrate through behaviour and practice, the National Standards of Excellence for Headteachers (2015) • Willingness and ability to be flexible in duties and hours worked • Ability to get on well with a wide variety of people, be tactful and ensure confidentiality • Commitment to safeguarding and protecting the welfare of children/young people • Commitment to ensuring equality of opportunity for pupils and staff • Lead by example, demonstrating a positive attitude to work, teaching and learning and the school community • Show resilience during challenging times 	