

# Defford-cum-Besford CE First School



## PERSON SPECIFICATION

Please see below the qualities we are looking for in our new headteacher. Evidence for these will be gathered from the application (A), during the interview (I) and from tasks undertaken on the day of the interview (T). Each is categorised as essential (E) or desirable (D).

	E	D	Evidence
<b>QUALIFICATIONS</b>			
QTS with degree level education or equivalent	●		A
Commitment to own continuing professional development in school leadership and management	●		A
National Professional Qualification for headteachers		●	A
<b>SKILLS AND EXPERIENCE</b>			
Having been a successful Senior Leader in an education setting	●		A I
Have high organisational skills appropriate to both the daily running and strategic development of the school	●		A I T
Experience of leading development, encouraging innovation and supporting others to this end	●		A I
Demonstrate ability to analyse pupil attainment and progression data, and to use this to improve standards of learning and teaching	●		A I T
Having held the position of headteacher in primary education		●	A I
Have experience of having led Maths and Science across the school		●	A I
Has experience of teaching Upper Key stage 2	●		A I
<b>STRATEGIC DIRECTION AND DEVELOPMENT</b>			
Ability to develop, communicate and implement a coherent and robust vision for the school in consultation with stakeholders	●		A I
Ability to guide, motivate, inspire and challenge others to achieve agreed aims	●		A I
Experience of school self-evaluation, improvement, monitoring and planning	●		A I T
<b>GOVERNANCE, ACCOUNTABILITY AND COMPLIANCE</b>			
Ability to work with the Governing Body and an understanding of its statutory duties	●		I

Commitment to being transparent and accountable to parents, governors, external bodies and the local community	•		I
Evidence of financial planning and budget management		•	A I
<b>LEADERSHIP AND MANAGEMENT</b>			
Ability to lead, inspire and develop the talents and abilities of staff	•		A I
Effective communication skills for a range of audiences	•		A I T
Evidence of making a key contribution to school improvement	•		A I
Ability to demonstrate innovative approaches to school improvement, leadership and governance		•	A I
<b>QUALITY OF EDUCATION</b>			
A highly effective teacher with proven strong teaching in the primary classroom	•		A I
Experience of setting and achieving challenging goals for children of all abilities	•		A I
Experience of analysing pupil performance data to improve learning and teaching outcomes	•		A I T
Experience of delivering the 2014 National Curriculum and related assessment materials		•	A I
Ability to challenge underperformance in teaching outcomes and support improvements	•		I
Commitment to a curriculum that is balanced and creative which motivates the interests of all pupils	•		A I
<b>SAFETY AND WELL-BEING OF PUPILS</b>			
Experience of and total commitment to safeguarding and protecting the welfare of pupils	•		A I
Ability to support an environment which encompasses all aspects of safety and well-being	•		A I
<b>WORKING WITH THE WIDER COMMUNITY</b>			
Commitment and ability to work in partnerships with parents and the wider community	•		A I
<b>PERSONAL QUALITIES</b>			
A clear enthusiasm for and love of learning	•		A I
Passionate about ensuring every child flourishes	•		A I
Excellent communication and interpersonal skills working with a wide range of audiences	•		A I

A positive, proactive mindset with the ability to deal with challenging circumstances and issues	•		A I T
VALUES, ETHOS AND COMMITMENT			
A commitment to the Christian ethos and values of the school and its close link with the Parish Church. An understanding and sympathy with the Church of England, and with those of other faiths or none	•		A I T
A commitment to the highest educational and personal achievement for every child	•		A I
An understanding of the headteacher's position as role model for both staff and pupils	•		A I
Commitment to inclusion and equal opportunities for all staff and pupils	•		A I