Person Specification for Headteacher at Accrington Benjamin Hargreaves CE Primary School

The applicant will be required to safeguard and promote the welfare of children and young people and be faithful to the trust deed.

Note: *Candidates failing to meet any of the essential criteria will automatically be excluded.*

[A] Faith Commitment

	Essential/ Desirable
Regular involvement in Church in Membership in Churches Together England, the Evangelical Alliance or North West Gospel Partnership (this requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school).	**E**

To be able to demonstrate their knowledge and understanding of the following in the context of a Church school.

	Essential/ Desirable
Strategic thinking and planning that builds, communicates and carries forward a coherent and shared Christian vision for the school.	**E**
Ways to ensure that the Christian vision enables the flourishing of pupils and adults within the school and its community.	**E**
Leading school worship	**E**
Ways of developing the effectiveness of religious education and the impact of collective worship.	**E**
How relationships should be fostered and developed between the school, local Church and its community and Diocese of Blackburn.	**E**
Ways of leading the spiritual development of the school community.	**E**

[B] Qualifications

	Essential/ Desirable
Qualified teacher status	**E**
Degree	**E**

[C] Professional Development

	Essential/ Desirable
Evidence of recent and appropriate professional development for the role of Headteacher	**E**
Up to date safeguarding training and knowledge of legislation for the protection of young people.	**E**

[D] School leadership and management experience

	Essential/ Desirable
Evidence of successfully leading school improvement.	**E**
Evidence of the application of strategies to review, evaluate and improve teaching and learning.	**E**
Experience of leading curriculum development.	**E**
Experience of monitoring staff performance.	**E**
Experience of effective budget management and financial analysis.	**D**
An understanding of strategic financial planning in relation to its contribution to school improvement and pupil achievement.	**D**
The ability to provide support and advice to the Local Governing Board to enable it to meet its responsibility.	**E**
To have had experience of guiding, mentoring or training individuals or teams.	**E**
Maintains good awareness of current National education policy and strategy.	**E**

[E] Experience and knowledge of teaching

	Essential/ Desirable
Proven experience in teaching pupils in the primary phase.	**E**
To have a working and current knowledge and understanding of all three key stages in the primary phase.	**E**
Can effectively analyse school data and identify appropriate actions which then form part of the school improvement plan.	**E**
Commitment to ensuring inclusion and addressing diversity positively.	**E**
A sound understanding of how children learn, how teachers can best teach and how to raise achievement for all pupils.	**E**

[F] Professional Attributes

	Essential/ Desirable
Demonstrate strong behaviour management skills, promoting a positive, nurturing and inclusive school culture.	**E**
Communicate confidently and effectively, both verbally and in writing, with a range of audiences.	**E**
Inspire and promote excellence in teaching, learning and classroom practice.	**E**
Demonstrate a commitment to personal and professional development for all staff.	**E**
Demonstrate reliability, professionalism and a commitment to regular attendance.	**E**
Build positive relationships and work collaboratively with staff, Governors, Trust leaders and the wider community.	**E**
Demonstrate strong organisational skills, with the ability to plan, prioritise and manage competing demands.	**E**
Work effectively as part of a team, valuing collaboration and shared responsibility.	**E**
Use digital technologies, including Artificial Intelligence (AI), confidently and efficiently, whilst maintaining high standards of safeguarding, data protection and ethical practice.	**E**
Demonstrate integrity, compassion, resilience and humility, inspiring a culture where every child and adult can flourish.	**E**

[G] Personal Qualities

	Essential/ Desirable
Demonstrate a passion for achieving the very best outcomes for all children.	**E**
Articulate a clear, ambitious and forward-thinking vision for the school.	**E**
Provide inspirational, enthusiastic and innovative leadership.	**E**
Demonstrate care, compassion and respect, valuing every child as a unique individual.	**E**
Show resilience, flexibility and initiative when faced with challenges.	**E**
Build positive and effective relationships with pupils, families, staff, Governors, Trust leaders and the wider community.	**E**
Inspire confidence and trust through strong interpersonal skills.	**E**
Remain calm, professional and effective under pressure.	**E**
Think analytically and creatively, demonstrating initiative in solving problems.	**E**
Demonstrate self-awareness, reflect on feedback and embrace opportunities for personal growth.	**E**
Demonstrate a passion for achieving the very best outcomes for all children.	**E**
Articulate a clear, ambitious and forward-thinking vision for the school.	**E**

[H] Safeguarding

	Essential/ Desirable
Displays commitment to the protection and safeguarding of children and young people.	**E**
The ability to form and maintain appropriate relationships and personal boundaries with young people.	**E**
Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people.	**E**
Will co-operate and work with relevant agencies to protect young people.	**E**

[I] Professional Skills

Each candidate will be expected to demonstrate knowledge and understanding of the Headteacher's Standard 2020, which also form the basis of the job description. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in Accrington Benjamin Hargreaves CE Primary School.

[J] Confidential References.

Positive and supportive faith reference from the priest/minister where the applicant regularly worships. Candidates who do not use their Parish priest/minister must give an explanation in the letter of application	**E**
Positive recommendation from all referees, including current employer	**E**

[K] Application Form and Supporting Statement

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post.