



**HEAD TEACHER - PERSON SPECIFICATION**

**All Saints Church of England Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

In addition to the candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

* motivation to work with children and young people;
* ability to form and maintain appropriate relationships and personal boundaries with children and young people;
* emotional resilience in working with challenging behaviours; and
* attitudes to use of authority and maintaining discipline.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | **CRITERIA** | **ESSENTIAL/** **DESIRABLE** | **ASSESSMENT METHOD** |
| Qualifications &Training | 1 | Qualified Teacher Status  | E | F / I (documents) |
| 2 | Recognised degree or equivalent  | E | F |
| 3 | Recent participation in a range of relevant & significant continuing professional development, including leadership | E | F |
| 4 | Further professional qualification e.g. NPQH, if not a current head teacher  | D | F |
| Experience of …. | 5 | Successfully leading a school either as a headteacher or acting head teacher/ equivalent  | D | L/Ref/I |
| 6 | Evidence of impacting significantly on raising attainment and maintaining progress across school both historically and in the last 2 years | E | L/I |
| 7 | Teaching pupils with a diversity of needs including pupils with SEND/SEMH and from disadvantaged backgrounds | E | L/I |
| 8 | Successful curriculum leadership  | E | L/I |
| 9 | Improvement planning, implementation, monitoring and review  | E | L/I |
| 10 | Developing effective partnerships with parents and outside agencies | D | L/I |
| 11 | Improving the quality of education across the whole school  | E | L/I |
| 12 | Working in partnership with governors | E | L/I |
| 13 | Budget Management and Strategic Planning | D | L/I |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | **CRITERIA** | **ESSENTIAL/** **DESIRABLE** | **ASSESSMENT METHOD** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ProfessionalKnowledge& Understanding | 14 | A deep understanding of how primary aged children learn and develop | E | L/I |
| 15 | Whole school leadership & management including the role of governors | E | L/I |
| 16 | School self-evaluation including the use of comparative data | E | L/I |
| 17 | Strategies to meet the needs of all pupils through inclusion, diversity and access | E | L/I |
| 18 | Up to date knowledge of national policies, priorities and statutory frameworks including recent changes in curriculum and assessment | E | L/I |
| 19 | Ability to use performance management to promote & sustain school improvement | E | L/I |
| 20 | Strategic role of ICT to support quality of education and leadership and management | D | L/I |
| 21 | Strategies to promote high levels of behaviour and attendance  | E | L/I |
| 22 | Appreciation of the benefits of effective collaborative working within the wider community and the school (including succession planning) | E | L/I |
| Personal Qualities | 23 | Ability to inspire and motivate, and challenge and support staff through the development of effective teams | E | L/I |
| 24 | Excellent communication skills | E | L/I |
| 25 | Exceptional interpersonal skills | E | L/I |
| 26 | Personal impact, resilience, enthusiasm, optimism and integrity | E | L/I |
| 27 | A passion for developing partnerships between the school, governors, parents, our church and the wider community | E | L/I |
| 28 | An active commitment to maintaining and promoting the Christian character of the school within our multi-faith context | E | L/I |
| 29 | A commitment to promoting, nurturing and developing pupils’ personal development and well-being  | E | L/I |
| 30 | A commitment to enriching children’s school experiences inside and outside the classroom | E | L/I |
| 31 | Enjoyment, energy and enthusiasm for working with our children | E | L/I |
| 32 | Willingness to maintain own learning and professional development  | E | L/I |
| 33 | Being an organised, professional, reflective practitioner and creative thinker | E | L/I |

Assessment Methods:

F = Application Form L = Letter of Application

I = Interview R = Reference