

**Person Specification
Headteacher**

Federation of Antrobus St Mark's and Great Budworth Church of England Primary Schools

The Person Specification is a picture of the skills, knowledge and experiences needed to carry out the job.
Evidence will be assessed in the shortlisting and interview process for this post.

Requirements	Essential	Desirable
Faith Commitment	<ul style="list-style-type: none"> Fully committed to leading the Federation's Christian values and able to promote and further develop links between the parish churches and schools Has an understanding of the importance of collective worship and RE in church schools Experience that can be used to bring strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the Federation, whilst maintaining the unique identity of each school 	<ul style="list-style-type: none"> A practising and worshipping member of a church affiliated to Churches Together in Britain and Ireland A committed Christian who is an active member of the church he/she attends Has an understanding of how relationships should be fostered and developed between the schools, local Churches and their communities and the Diocese
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status 	<ul style="list-style-type: none"> Evidence of recent personal and professional developments. NPQH and/or CEPQH
Experience	<ul style="list-style-type: none"> Substantial and successful experience in a senior leadership role including curriculum development, monitoring and assessment Experience of working effectively and in partnership with Governors, parents and the wider community 	<ul style="list-style-type: none"> Successful implementation of strategies to improve teaching and learning to raise the standards of achievement for all pupils Evidence of managing or making a substantial contribution to the effective management of change. Experience of developing further systems for school self-evaluation, effective monitoring and inspection.

Knowledge, Skills & Abilities	<ul style="list-style-type: none"> • Good knowledge and understanding of what constitutes an effective school and have the necessary skills of leadership and management to help create such a school • Knowledge of the statutory requirements and other relevant legislation relating to school leadership, management and governance • Knowledge of the statutory requirements and other relevant legislation relating to child protection procedures and safeguarding. • Ability to work under pressure, determine priorities and meet deadlines, communicating effectively to all stakeholders • Ability to help create and maintain a school that ensures the health and safety of staff and pupils and which presents a stimulating and attractive learning environment for pupils 	<ul style="list-style-type: none"> • Ability to inspire and motivate others leading with optimism, continually building and developing positive relationships, whilst working under pressure • Ability to manage and monitor budgets and deploy human resources. • Ability to access and analyse relevant data and to use this information to set priorities and determine school action
Leading Learning & Teaching	<ul style="list-style-type: none"> • In-depth knowledge of EYFS and Key Stages 1 & 2. • Ability to motivate and engage pupils to maximise learning opportunities and outcomes, ensuring equal opportunities for all • Ability to secure excellent pastoral care, behaviour and good attendance for all • Understanding of effective financial management across all aspects of school life 	<ul style="list-style-type: none"> • An outstanding classroom practitioner, who will lead by example and inspire and challenge staff to improve and develop. • Knowledge of how assessment strategies, data analysis and target-setting are used to inform learning in order to help all pupils make progress • Engaged in the use of performance appraisal, performance related pay and managing effective professional development
Leadership & Accountability	<ul style="list-style-type: none"> • An excellent communicator, diplomatic, confident and able to quickly build trust with all stakeholders 	<ul style="list-style-type: none"> • Ability to deal sensitively with people with very different and demanding expectations, demonstrating an ability to avert and resolve conflict • Plan, organise and exercise sound judgement and communicate and delegate effectively • Committed to working with the Governing Body, LA and Diocese to enable it to meet its statutory responsibilities

Safeguarding	<ul style="list-style-type: none"> • An understanding of and commitment to safeguarding and promoting the welfare of children • Ability to maintain and develop a 'culture of vigilance' with regard to safeguarding and child protection 	
Personal attributes	<ul style="list-style-type: none"> • Ability to prioritise and manage time appropriately, being able to work under pressure and in changing circumstances • Demonstrates enthusiasm for, and commitment to, the role; along with reliability, integrity and a passion for education. • A highly visible role model who inspires confidence and trust through a diplomatic approach to all stakeholders • Able to present an accurate and understandable account of the school's performance to stakeholders, including governors, the Diocese, parents and external bodies such as Ofsted and SIAMs 	<ul style="list-style-type: none"> • Commitment to participate in school and community activities • Is self-motivating, able to delegate and achieves challenging professional goals.