

## Astbury St Mary's CE Primary School Headteacher Person Specification

*The vision for Astbury St Mary's is encapsulated in our school motto:  
'Walk in love as Christ loves you'.*

	Criteria	Essential/ Desirable
<b>Personal Qualities</b>		
1	Fully supportive of, and able to articulate the Church of England's Vision for Education	E
2	A practising Christian who can show that he or she will ensure that the school promotes and fosters the spiritual, moral welfare and educational needs of the pupils	E
3	Demonstrates a genuine commitment to staff wellbeing, built on positive relationships and enabling all colleagues to flourish	E
4	A calm and resilient figure who can manage their time well and lead by example, but who is also willing to seek and take advice	E
<b>Qualifications</b>		
5	Qualified Teacher Status	E
6	Evidence of regular and appropriate professional development	E
7	Achieved or working toward NPQH or other further professional qualification	D
<b>Experience</b>		
8	Successful experience of school leadership (at headteacher/deputy headteacher/assistant headteacher level or equivalent) within the primary age range	E
9	Evidence of developing and implementing strategies for school improvement, including data analysis, target setting and strategies for improving the quality of teaching and learning	E
10	Proven ability in raising achievement for all pupils including disadvantaged pupils and those with SEND	E
11	Experience of supporting the development of colleagues through CPD and/or performance management	D
12	Shows good understanding of working in a Church of England school or a school with a distinctly Christian ethos	D
13	Experience of working in more than one Key Stage within Foundation and Primary range	D
14	Experience of leading safeguarding as DSL or Deputy DSL or willing to complete an appropriate safeguarding qualification.	D
<b>Leadership and Collaboration</b>		
15	Able to articulate and lead a clear, ambitious vision for the school, rooted in strong outcomes for all pupils	E

16	Committed to working in partnership with the school, church and local communities, building effective relationships based on mutual respect and a shared vision for the success of the school	E
17	An excellent communicator, able to quickly build trust and gain the confidence of all stakeholders	E
18	Committed to collaborating with other schools within the academy trust, learning from and sharing best practice	E
<b>Knowledge and Skills</b>		
19	A good practical understanding of safeguarding policy and practice and a commitment to safeguarding children and promoting a school-wide culture of vigilance	E
20	Has awareness of key features of effective financial management and budget planning	E
21	Ability to access, analyse, interpret and use appropriate data to monitor pupils' progress; set and achieve ambitious, challenging goals and identify areas for improvement	E
22	Strong understanding of what constitutes an effective and broad-based primary-school curriculum, and experience in curriculum monitoring and review to secure ongoing improvements	E
23	Strong understanding of developments in educational technology (including AI), with a clear vision for how these can enhance curriculum design, teaching, learning and assessment, while ensuring safe use across the school	E
24	Ability to recognise and acknowledge best practice and challenge any underperformance across the school to improve the quality of learning	E
25	An effective classroom practitioner who is able to lead by example, model good practice and inspire staff to improve and develop	E
26	Understanding the factors which create barriers to learning and ability to implement appropriate strategies for reducing inequalities and promoting social inclusion	D
27	Ability to effectively plan, allocate, delegate, support and evaluate work undertaken by groups teams and individuals	D

***Headteachers are expected to uphold the 7 principles of public life ([Nolan principles](#)) at all times***  
*CDAT is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment*