

Person Specification for Headteacher

***The applicant will be required to safeguard and promote
the welfare of children and young people***

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post.

Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form (A), supporting statement, information gathered during the interview process (I), certificate checking (CC) and references (R).

FAITH COMMITMENT	Essential	Desirable
Able to demonstrate their faith commitment to promote the Christian values and ethos of Birchwood CE Primary school, recognising its Church of England distinctiveness.	√	
A practising member of a church in membership of Churches Together in England, AMiE, Evangelical Alliance or North West Partnership, showing a commitment to faith.		√
Has an understanding of the importance of collective worship and RE in a church school and articulate a clear Christian vision.	√	
QUALIFICATIONS	Essential	Desirable
Honours degree	√	
Qualified Teacher Status (QTS)	√	
Evidence of personal and professional development	√	
NPQH or CEPQH or commitment to complete (or equivalent)		√
A commitment to undertake Christian Leadership Course (or equivalent)	√	
EXPERIENCE	Essential	Desirable
Substantial and successful experience in a senior leadership role including curriculum development, monitoring and assessment	√	
Successful implementation of strategies to improve teaching and learning to raise the standards of achievement for all pupils across the primary age range.	√	

Experience of working effectively and in partnership with Governors, parents and the wider community	✓	
Experience of school self-evaluation, effective monitoring and inspection.	✓	
KNOWLEDGE	Essential	Desirable
Good knowledge and understanding of what constitutes an effective school and have the necessary skills of leadership and management to help maintain or further improve such a school	✓	
Knowledge of the statutory requirements and other relevant legislation relating to school leadership and management	✓	
Knowledge of ways to build, communicate and implement a shared vision	✓	
Knowledge of new technologies, their use and impact including social media		✓
Knowledge of the work of other agencies and opportunities for collaboration	✓	
SKILLS & ABILITIES	Essential	Desirable
Ability to have a vision of the overall aims and direction of a successful school and be able to communicate these in order to inspire and motivate others	✓	
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	✓	
Ability to lead with optimism, continually building and developing positive relationships	✓	
The ability to relate positively to all stakeholders and inspire high quality teaching, learning and behaviour	✓	
LEADING LEARNING & TEACHING	Essential	Desirable
In-depth knowledge of curriculum and teaching and learning across the primary age range.	✓	

A strong understanding of what contributes to successful learning and the ability to promote the most effective teaching strategies to bring this about	√	
Ability to identify and develop teaching excellence and challenge any underperformance across the school to improve the quality of learning.	√	
Ability to motivate others to engage pupils to maximise learning opportunities and outcomes, ensuring equal opportunities for all	√	
Ability to secure excellent pastoral care, behaviour and good attendance for the whole school community.	√	
Evidence of developing and implementing strategies for school improvement, including data analysis, target setting and strategies for improving the quality of teaching and learning for all pupils.	√	
MAINTAINING AND ENHANCING THE SCHOOL'S ETHOS	Essential	Desirable
Commitment to support the school participation in community activities	√	
Commitment to the creation of a climate of open communication where people feel able to express opinion and know their views will be respected.	√	
LEADERSHIP & COLLABORATION	Essential	Desirable
Ability to deal sensitively with people with very different and demanding expectations, demonstrating an ability to resolve conflict.	√	
A highly visible presence and good role model who inspires confidence and trust, empowering and motivating all stakeholders	√	
Promote a culture of collaboration both inside the school and with external partners/partnerships for the benefit of pupils and staff, governors, wider community and parish.	√	
Work with a range of external agencies to fulfil statutory obligations and curriculum requirements.	√	

MANAGING THE ORGANISATION	Essential	Desirable
Able to demonstrate an inspirational and supportive style of leadership	√	
Plan, organise and exercise sound judgement and communicate and delegate effectively.	√	
Work strategically to realise the school's potential in the current educational landscape.	√	
SECURING ACCOUNTABILITY	Essential	Desirable
Committed to working with the Governing Body, LA and Diocese to enable it to meet its statutory responsibilities	√	
Able to present an accurate and understandable account of the school's performance to stakeholders	√	
SAFEGUARDING	Essential	Desirable
Commitment to safeguarding and promoting the welfare of children and staff.	√	
Ability to maintain and develop a 'culture of vigilance' with regard to safeguarding and child protection.	√	
PERSONAL	Essential	Desirable
Ability to prioritise and manage time appropriately, being able to work under pressure and in changing circumstances	√	
Is self-motivating and achieves challenging professional goals.	√	
Demonstrates enthusiasm for, and commitment to, the role; along with reliability, integrity and a passion for education.	√	
REFERENCES	Essential	Desirable
A positive reference from current or most recent employer.	√	
<p>A positive faith reference or satisfactory reason why this is not available.</p> <p>Your faith referee should have pastoral responsibility for the church at which you regularly worship. If you do not use your parish priest/minister, or if you have not used a church at which you regularly attend please state your reason in the application.</p>	√	