**Person Specification**

**Headteacher**

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| Selection Criteria |  | E/ D | A/ I/ T/ P |
| 1. Qualifications  and training | * Qualified teacher status. * A degree or equivalent. * To have evidence of recent professional development relevant to post. * To hold NPQH qualification * Completed Christian Leadership | E  E  E  E  D | A  A  A  I/P |
| 2. Experience | * Significant experience of teaching. * Experience of managing and leading staff in a senior leadership position. * Evidence of leadership as a deputy headteacher or assistant headteacher. * Evidence of involvement in school self-evaluation and development planning. * Evidence of whole school responsibility and experience of turning policy into effective practice to raise standards across the whole school. * Experience of contributing to staff development, monitoring and supporting staff performance. * Experience of working constructively in partnership with staff, governors, children, parents and the wider community. | E  E  E  E  E  E  E | A/ I/ T/ P |
| 3. Professional skills and knowledge | * Understand the distinctive nature of a church school. * To be an excellent leader of learning demonstrating consistently high-quality teaching strategies and the ability to model this for others and support others to improve. * A clear understanding of the essential qualities necessary for effective quality of education. * A proven track record of raising attainment and school improvement. * Ability to establish excellent relationships with all stakeholders. * Ability to communicate effectively, both orally and in writing, to a wide range of audiences within and beyond the Trust. * Up to date safeguarding training and knowledge of legislation of keeping children safe in education and have a commitment to safeguarding and equality. | E  E  E  E  E  E  E | A/ I/ T/ P |
| 4. Leadership and Management | * Leading and managing others within the context and beliefs of the Christian faith. * A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school. * Analyse data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement. * Awareness of strategies for raising pupils’ achievement and managing behaviour. * Commitment to inclusion and meeting the needs of all children. * Ability to demonstrate experience and understanding of the principles of good leadership and management. * Understanding of and involvement in monitoring and evaluation procedures for school improvement. * Commitment to promoting parental involvement in the life of the school. * Lead and manage school team/s to successfully achieve agreed goals. * Support and inspire both colleagues and pupils by leading through example. * The ability to provide support and advice to the Local Governing Board to enable it to meet its responsibilities. | E  E  E  E  E  E  E  E  E  E  E | A/ I/ T/ P |
| 5. Personal Qualities | * Excellent interpersonal and communication skills. * Flexible and approachable. * Resilient under pressure. * Display a high level of commitment * Positive, energetic and inspire others providing innovative leadership. * Able to plan, organize and prioritise. * Able to work independently and as part of a team. * Proven leadership qualities to motivate and inspire others. * Embraces change well. * Deals with difficult situations effectively. * To have good judgement; able to assess and balance risks and opportunities. * Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon, as appropriate feedback from others. | E  E  E  E  E  E  E  E  E  E  E  E | A/ I/ T/ P |
| 6. References | * Positive recommendations in professional references. * Enhanced DBS clearance. | E  E | I |

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| A | Application form |
| I | Interview |
| T | Task |
| P | Presentation |