**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
 | EEEED | AAAI/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.
 | EEEEEEE | 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.
 | EEEEEEE | 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.
 | EEEEEEEEEEE | 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.
 | EEEEEEEEEEEE | A/ I/ T/ P |
| 6. References | * Positive recommendations in professional references.
* Enhanced DBS clearance.
 | EE | I |

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