

**Bristol Cathedral Choir School
Headteacher**

Person Specification

Short listing will be based on the criteria listed below. Applicants should therefore show in their application how their skills and experience match those criteria.

Method of assessment: A (application form); I (interview); C (certificates); R (references)

Skills and Abilities: <i>(The personal competencies, qualities, attitude and behaviours that the Applicant requires to perform effectively in the role and to ensure that the Applicant safeguards and promotes the welfare of children and young people)</i>	Essential / Desirable * (E / D)	Method of assessment
Shaping the Future		
<ul style="list-style-type: none"> ● Capacity to shape, formulate and communicate a vision for the new school and for future improvement ● Commitment to the Schools Music Specialism ● Embracing and building the relationship with the Cathedral and the Diocese ● Sound knowledge of current and future educational developments ● Experience of successfully leading change and inspiring others ● Understanding and appreciation of the value that the school and the community places on the Music and the Arts ● High profile in school and community ● Proven track record of change management ● Leading a school from one OfSTED category to another (e.g. Good to Outstanding) ● Knowledgeable about the Church of England to understand how a faith school can be genuinely respectful and encouraging of children of all faiths and none 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I/R</p> <p>A/I</p> <p>A/I/R</p> <p>A/I/R</p> <p>A/I</p>

Leading Learning & Teaching		
<ul style="list-style-type: none"> • Ability to lead and inspire high quality teaching and learning • Ability to inspire, demonstrate and support the highest of expectations for all • Commitment to include and make a difference for every child • Working collaboratively with other schools to improve the quality of teaching and learning 	<p>E E E D</p>	<p>A/I/R A/I/R A/I/R A/I/R</p>
Developing Self and Working with Others		
<ul style="list-style-type: none"> • Skill to set appropriate and challenging goals • Capability to make and take decisions and delegate appropriately • Commitment to the encouragement, empowerment and training of staff • Commitment to own self development • Commitment towards working collaboratively within and across the Trust • Be reflective and collaborative willing to adapt and make changes where appropriate 	<p>E E E E D E</p>	<p>A/I/R A/I/R A/I/R A/I/R/C A/I A/I/R</p>
Managing the Organisation		
<ul style="list-style-type: none"> • Capacity to build on and manage high performance teams • Ability to use strong and effective management systems underpinned by clear communication • Ability to produce and implement appropriate improvement plans and policies • Commitment to the continuation of our strong links and partnerships with governors, staff, parents, pupils, the wider community, other schools and international work • Knowledge of financial management • Experience of financial management 	<p>E E E E D D</p>	<p>A/I/R A/I/R A/I/R A/I/R A/I/C/R A/I/C/R</p>

Securing Accountability		
<ul style="list-style-type: none"> • Ability to delegate responsibility with accountability • Capacity to sustain the ongoing improvement of results 	E E	A/I/R A/I/R
Strengthening Community		
<ul style="list-style-type: none"> • Ability to continue to develop the school's response to its changing community • Commitment to promoting community links and cohesion • Ability to recognise and build on the school's excellent multi-agency links • Experience of business links 	E E E D	A/I/R A/I/R A/I/R A/I/R
Personal Qualities & Attributes		
<ul style="list-style-type: none"> • Passionate about education • An effective communicator • Understands and is comfortable to work within a school with a Christian character. • Interpersonal awareness and concern for impact • Resilient and energetic • Firm and fair • Lead by example with high professional standards • Dynamic and motivational • A sense of proportion 	E E E E E E E E	A/I/R A/I/R A/I/R A/I/R A/I/R A/I/R A/I/R A/I/R
Knowledge/Qualifications: <i>(The professional, technical or academic qualifications that the Applicant must have to undertake the role)</i>	Essential / Desirable (E / D)	Method of assessment
<ul style="list-style-type: none"> • Degree • Teaching qualification • Higher qualification in education and/or management • Achieved NPQH 	E E D D	A/I/C A/I/C A/I/C A/I/C

Experience: <i>(The categories of work or organisations, types of achievements and activities that would be likely to predict success in the role)</i>	Essential / Desirable (E / D)	Method of assessment
<ul style="list-style-type: none"> ● Experience in at least two state secondary schools ● Significant experience at senior level ● Proven track record of raising educational standards ● Curriculum and pastoral experience at senior management level ● 11-18 school experience 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p> <p style="text-align: center;">D</p>	<p style="text-align: center;">A/I/R</p> <p style="text-align: center;">A/I/R</p> <p style="text-align: center;">A/I/R</p> <p style="text-align: center;">A/I/R</p> <p style="text-align: center;">A/I/R</p>
Other Requirements:	Essential / Desirable (E / D)	Method of assessment
<ul style="list-style-type: none"> ● Commitment to safeguarding and promoting the welfare of children and young people 	<p style="text-align: center;">E</p>	<p style="text-align: center;">A/I/R</p>

*Essential: these are qualities without which the applicant could not be appointed;

Desirable: these are extra qualities which can be used to choose between applicants who meet all of the essential criteria

Cathedral Schools Trust is an equal opportunities employer and recognises the strength in diversity. Our schools have a wide range of cultural, socio economic and religious influences and we use this to ensure that we broaden our understanding of each other and the world. Applications are welcome from all suitably qualified candidates regardless of race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, gender reassignment, disability or age, and maternity, marital or civil partner status. We particularly encourage applications from under-represented groups.

We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. All posts at Cathedral Schools Trust are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.

As part of our commitment to equal opportunities, we ask that all applications are made using our application form and are accompanied by an equal opportunities form. The equal opportunities form is anonymous and is not shared with the shortlisting panel.