



Broadwindsor CE VC Primary School

Learning and growing together

Person Specification for the Appointment of Headteacher

The following is a summary of some of the main attributes that the Governing Body would wish to see in the successful candidate for Headteacher.

Generic qualifications, knowledge, experience, skills and qualities necessary to fulfil this role are set out in “National Standards for Excellence of Headteachers” (October 2020). It is downloadable from [National Standards for excellence of Head Teachers](#)

The key areas are: School Culture; Teaching; Curriculum and Assessment; Behaviour; AEN and SEND; Professional Development; Organisational Management; Continuous School Improvement; Working in Partnership; Governance and Accountability

Application statements should reflect how you can demonstrate your fit with the specification.

Qualifications and Experience			
		Essential	Desirable
1	Qualified Teacher Status	X	
	Qualified to at least Degree Level (or equivalent)	x	
	Qualified to teach and work in the UK	X	
2	Readiness for headship – NPQH, or evidence of equivalent level of learning - achieved through senior leadership role within a school	X	
	Readiness for headship - Successful experience as a School Leader at least at Deputy Headteacher level		X
3a	Successful teacher in the primary phase, significantly raising the attainment and accelerating progress of children in classes you have taught and subjects led	X	
3b	A proven track-record/ability to develop others to achieve significantly improved outcomes for children via your support/intervention	X	
4	Applicants must be fully supportive of the aims and ethos of a Church of England School and ideally will be practising Christians	X	
5a	Recent and relevant in-service professional development and/or training which has had direct and sustained impact upon leadership/school improvement.	X	
5b	Recent and relevant experience and in-service professional development and/or training including Financial Management and Managing Teams	X	
5c	Recent in-service professional development and/or training in Safeguarding	X	
Leadership - Skills and Knowledge			
6	Fully supportive of the school's Christian vision and values. The ability to articulate and communicate a Christian vision for Broadwindsor School as a distinctive and effective Church School and the commitment to uphold and develop its Christian values	X	

7	Is able to set a clear strategic plan and direction for the school and communicate it effectively with the school community	X	
8	The confidence and ability to lead inspirational Collective Worship appropriate to our Voluntary Controlled school status (1944 Education Act)	X	
9	Can demonstrate impact of building effective working relationships beyond a school – e.g. cluster working, trust-wide improvement, research hubs or local authority/ diocese work		X
10	Demonstrates the ability to develop others, to lead by example and to support and champion staff and children, creating an inclusive environment that engages all stakeholders and nurtures all children to achieve their potential	X	
11	Can evidence successful use of performance management and professional development of all staff, including the effective management of underperformance where required	X	
12	An inspiring leader who has successfully used whole school self-evaluation (e.g. lesson observations, work scrutiny and data analysis) to identify weaknesses that need addressing, raise standards and bring about sustained school improvement	X	
13	The ability to secure effective, transparent governance and to build an open working relationship with the Governing Body	X	
Leading Teaching and Learning			
14	A passionate belief in the potential of every child and successful development and promotion of inclusion	X	
15	A Leader of Teaching who can evidence sustained school improvement through leading, coaching and motivating staff	X	
16	Successful leadership and development of a differentiated, balanced and effective curriculum which develops pupils spiritually, morally, socially & culturally and supports their academic, creative and physical development and well-being	X	
17a	Awareness and understanding of the current Ofsted and SIAMS requirements	X	
Personal Characteristics			
18	A believer in the power of education and having a passion for learning that extends beyond the school	X	
19	An inspirational leader able to inspire trust, commitment and mutual respect between children, families, staff and the wider school community	X	
20	A person with high personal standards, moral integrity and who 'lives out' Christian values in their daily life	X	
21	Strong interpersonal, written and oral skills and a good sense of humor	X	
22	Robust and resilient personality	X	