



Ferring Church of England Primary School



PERSON SPECIFICATION

for the Role of Headteacher in a Church of England School

The Governing Body of Ferring Church of England Primary School is determined to ensure that the school, which has the highest aspirations, provides an excellent centre of learning for all. We are looking for a headteacher that can deliver and further develop this vision and drive for excellence. As leader of the school, the Headteacher will embody and promote its Christian ethos, values and culture.

The successful applicant should demonstrate all of the following characteristics.

Qualities and knowledge

The successful candidate must:

- hold, and be able to compellingly articulate a clear Christian vision, with clear values and moral purpose for the school; inspire others to share this vision, and ensure a sharp focus on the provision of an outstanding education for all the children we serve;
- demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils, staff, parents, governors and members of the local community;
- lead by example - with integrity, creativity, resilience, and clarity - drawing on his/her own scholarship, expertise and skills, and that of those around them;
- sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development;
- work with careful judgement and financial astuteness, within the clear set of principles centred on the school's vision, ably translating local and national policy into the school's context;
- drive the strategic leadership of the school's Christian vision, empowering all pupils and staff to excel.

Pupils and Staff

The successful candidate must:

- demand ambitious standards for **all** pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in all staff for the impact of their work on pupil outcomes;
- secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being;
- establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis;
- create a strong Christian ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other;
- identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning;
- hold all staff to account for their professional conduct and practice.

Systems and Process

The successful candidate must:

- ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity;
- provide a safe, calm, and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider community;

- establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve, and valuing, celebrating and sharing excellent practice;
- welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively; in particular, its functions in relation to the school's development plan and in holding the headteacher to account for pupil, staff and financial performance;
- exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability;
- distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities, and hold each other to account for their decision making.

The self-improving school system

The successful candidate must:

- create an outward-facing school which works with other schools and organisations, in a climate of mutual challenge, to champion best practice and secure excellent achievements for all pupils;
- develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils;
- question educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to better develop the school and the outcomes of pupils;
- shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff;
- model innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability;
- inspire and influence others, within and beyond the school, to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Christian character of the school

The successful candidate must:

- understand that we have an Anglican Christian foundation as a school, being fully supportive of moving the Christian ethos forward, and being able to communicate this Christian vision and commitment to upholding and developing our Christian values;
- demonstrate the confidence and ability to lead inspirational Collective Worship appropriate to our VC school status (1944 Education Act);
- be able to demonstrate impact of building effective working relationships beyond our school, e.g. Local Authority, Diocese, Cluster and other partners;
- be responsible for leading all aspects of the SIAMS process;

It is desirable, although not compulsory, that the successful candidate be a committed Christian, who is an active member of a church belonging to Churches Together in Britain and Ireland, or the Evangelical Alliance.

Qualifications and Experience

The successful candidate must:

- have QTS and be an excellent practitioner;
- hold the NPQH or similar, or be prepared to complete or undertake appropriate CPD for serving headteachers;
- be a proven or developing leader, with current or recent experience as a senior leader in a primary school, with a drive to improve their own practice and that of others.

Personal characteristics

The successful candidate must:

- be confident and reliable, resilient and flexible;
- be compassionate and fair, demonstrating high personal standards and moral integrity in all dealings;
- be able to lead by example in all matters.