

Headteacher Person Specification



Please note that Candidates will only be shortlisted if they have demonstrated that they can meet all the essential criteria

	Essential	Desirable	Tested by
Professional Qualifications	<ul style="list-style-type: none"> • Qualified teacher with Qualified Teacher status • Evidence of continuing professional development relating to school leadership and curriculum development • Enhanced DBS 	NPQH or Church of England Professional Headship Qualification	Application/document inspection
Relevant experience	<p><i>We are looking for you to evidence-</i></p> <ul style="list-style-type: none"> • Proven leadership experience • An understanding of, and commitment to, promoting and safeguarding the welfare of pupils • A commitment to protect and enhance the Anglican ethos, working with the church community and guided by Christian values 	<p>Previous Headship experience</p> <p>The Christian ethos to be fundamental to, and permeate, all aspects of the school, life and curriculum.</p>	Application and supporting letter/interviews
Culture and Organisational management	<p><i>We are looking for you to evidence how you have:</i></p> <ol style="list-style-type: none"> 1. Demonstrated effective communication and positive relationships and attitudes 2. Further developed your school's ethos and strategic direction 3. Upheld ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life 4. Been a strong resilient leader, delegating appropriately, whilst ensuring attention is paid to workload and work life balance of yourself and others 5. Ensured the protection and safety of pupils and staff through effective approaches to safeguarding 6. Prioritised and allocated financial resources appropriately, ensuring efficiency and effectiveness whilst maximizing funding opportunities 7. Established or overseen systems and policies that have enabled the school to operate effectively and efficiently 		Supporting letter/interview

Teaching Curriculum and assessment	<p><i>We are looking for you to evidence how you have:</i></p> <p>8. Ensured a broad, structured and coherent curriculum entitlement</p> <p>9. Ensured that all pupils are taught to read through the provision of evidence-informed approaches to reading</p> <p>10. Contributed to high-quality teaching built on an evidence-informed understanding of how pupils learn</p>		Supporting letter/interview
Behaviour	<p><i>We are looking for you to evidence how you have:</i></p> <p>11. Sustained high expectations of behaviour for all pupils</p>		Supporting letter/interview
Additional and special educational needs and disabilities	<p><i>We are looking for you to evidence how you have:</i></p> <p>12. Ensured the school holds ambitious expectations for all pupils, particularly those with additional and special educational needs and disabilities</p>		Supporting letter/interview
Professional development	<p><i>We are looking for you to evidence how you have:</i></p> <p>13. Balanced the priorities of whole-school improvement, team and individual training needs within budget restraints</p> <p>14. Ensured effective planning, delivery and evaluation which is consistent whilst building capacity and supporting succession planning</p>		Supporting letter/interview
Continued School Improvement	<p><i>We are looking for you to evidence how you have:</i></p> <p>15. Made use of effective and proportional processes of evaluation</p> <p>16. Ensured careful and effective implementation of improvement strategies which lead to sustained school improvement over time</p>		Supporting letter/interview
Working in partnership - church and community	<p><i>We are looking for you to evidence how you have:</i></p> <p>17. Forged relationships beyond the school, committing your school to work successfully with other schools and organisations in a climate of mutual challenge and support</p>	Worked effectively with your local church and community	Supporting letter/interview
Governance and accountability	<p><i>We are looking for you to evidence how you have:</i></p> <p>18. Welcomed the role of effective governance whilst sustaining a professional working relationship</p>		Supporting letter/interview

