



**PERSON SPECIFICATION**  
**Headteacher – Selby Abbey Church of England Primary School**

***Believe and Archive***

*“I have come that they may have life and have it to the full.” John 10:10.*

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

<b>QUALIFICATIONS AND TRAINING</b>	<b>Essential on appointment</b>	<b>Desirable on appointment (if not attained, development may be provided for successful candidate)</b>
Qualified Teacher status	<b>X</b>	
Further professional/ academic study e.g. MA		<b>X</b>
Evidence of gaining or working towards NPQH or CEPQH qualification		<b>X</b>
Evidence of continuous professional development including recent leadership training	<b>X</b>	
<b>EXPERIENCE AND SKILLS</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>
Experience across the appropriate age range and in a primary school	<b>X</b>	
Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at primary level	<b>X</b>	
A proven track record for delivering high standards in learning and teaching	<b>X</b>	
Enthusiasm and expertise in developing and implementing a curriculum that is exciting and inspiring for children and staff alike	<b>X</b>	
Experience of establishing and maintaining effective partnerships with parents/carers, the local community, local authority and the diocese.	<b>X</b>	
A strong focus on continuous self and staff improvement and development, including effective feedback, delegation of appropriate tasks and empowerment of individuals and teams	<b>X</b>	
Knowledge and application of setting high expectations and monitoring progress in order to continually raise standards of teaching and learning and outcomes for pupils	<b>X</b>	
Demonstrate experience of senior leadership as a minimum as a Deputy Head, Assistant Headteacher or equivalent	<b>X</b>	
Up to date knowledge and understanding of Ofsted and SIAMS expectations	<b>X</b>	
<b>LEADERSHIP OF A SCHOOL WITH RELIGIOUS CHARACTER</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>
Has up-to-date knowledge and understanding of the distinctive nature and needs of a Christian school	<b>X</b>	
Involvement in a SIAMS inspection		<b>X</b>

Able to demonstrate a commitment to developing and maintaining a Christian vision and culture for a school	<b>X</b>	
Inclusive of all faiths and beliefs	<b>X</b>	

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies;

Key Competencies	Essential on appointment	Desirable on appointment
Resilience	<b>X</b>	
Clarity of vision	<b>X</b>	
Setting and achieving challenging goals	<b>X</b>	
Skilful communication according to audience	<b>X</b>	
Respect for others	<b>X</b>	

<b>SAFEGUARDING</b>	<b>Essential on appointment</b>
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	
Demonstrate a commitment to safeguarding and the welfare of children and young people	<b>X</b>
Ability to form and maintain appropriate relationships and personal boundaries	<b>X</b>
Emotional resilience in working with challenging behaviours	<b>X</b>
Appropriate use of authority and discipline	<b>X</b>