

PERSON SPECIFICATION

School: St Andrews, Shifnal C of E Primary School

The Post: Headteacher

In making this appointment, the Governors will be seeking a candidate who will demonstrate the following essential skills and experience, personal qualities and managerial strategies:

Criteria	Essential Requirements	Desirable
Qualifications	<ul style="list-style-type: none">• Qualified Teacher status• Degree	<ul style="list-style-type: none">• National Professional Qualification for Headship
Skills & Knowledge	<ul style="list-style-type: none">• Teaching experience with a strong commitment to outstanding classroom practice• Experience of leadership in a Primary school• Involvement in school self-evaluation and development planning• Excellent communication, listening and interpersonal skills• Commitment to Christian ethos and values• Has secure knowledge of the current Ofsted and Statutory Inspection of Anglican and Methodist Schools frameworks• Experience of supporting pupils with SEND• Ability to prioritise workload• Organisational and planning skills, being flexible and responding to external demands	<ul style="list-style-type: none">• Has taught across EYFS, KS1 and KS2• Experience in financial management of school budgets• Experience of working with external agencies and processing EHCPs• Knowledge of online learning and developing blended approaches to teaching
Leadership & Management	<ul style="list-style-type: none">• Experience of supporting staff development• Experience of building effective working relationships• Is an inspirational and innovative leader• Able to delegate management tasks and monitor their delivery• Experience of working with other professional agencies, learning networks and partnerships	<ul style="list-style-type: none">• Experience of line and/or performance management• Experience of reporting to Governors• Experience of Ofsted and/or SIAMS inspection(s)
Strategic Development	<ul style="list-style-type: none">• Ability to analyse data and use to set targets and identify strengths & weaknesses	<ul style="list-style-type: none">• Experience of using ASP

	<ul style="list-style-type: none"> • Ability to think and plan strategically with a clear overview of standards and quality • Ability to implement a strategic approach to pupil assessments and adapt curriculum and frameworks to meet individual needs 	
Personal attributes	<ul style="list-style-type: none"> • Ability to encourage and support all children to develop and achieve their full potential • Passionate about children's learning • Ability to build relationships with the parent body • Ability to multi-task • A team player, reliable and supportive 	<ul style="list-style-type: none"> • Seek training to develop own needs professionally