



ST. BARNABAS C. OF E. (C) PRIMARY SCHOOL

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Headteacher Person Specification

Criteria	Qualities	Essential / Desirable	Assessment: Application / Task / Interview
Qualifications and training	• Qualified teacher status (QTS)	E	A
	• First degree or equivalent	E	A
	• National professional qualification for headship (NPQH) or equivalent	D	A / I
	• Other relevant training that prepares the applicant for this post	E	A / I
Experience	• Successful leadership and management experience in a school, including the leadership of change	E	A / I
	• Demonstrable experience of successful line management and staff development, including challenging underperformance	E	A / I
	• Involvement in school self-evaluation and planning for improvement	E	A / I
	• Effective use of data to support planning for pupils and groups of children	E	A / T / I
	• Record of successful class teaching	E	A / I
	• Experience of working effectively with key finance personnel and school governors to manage finance and provide value for money	D	A / I



Children & Young
Peoples' Services

	<ul style="list-style-type: none"> • Be able to demonstrate their commitment to growing leadership throughout the school 	E	A / I
	<ul style="list-style-type: none"> • Experience of working in a multicultural setting leading to a deep understanding of the needs of the local community 	D	A / I
Skills and knowledge	<ul style="list-style-type: none"> • Ability to formulate a clear strategic vision for school improvement and translate this into strategic objectives, longer term plans and specific outcomes 	E	A / T / I
	<ul style="list-style-type: none"> • Ability to articulate a vision that promotes the spiritual, moral and cultural development of all pupils 	E	A / T / I
	<ul style="list-style-type: none"> • Maintain steadfast principles, demonstrating professionalism and integrity 	E	A / I
	<ul style="list-style-type: none"> • Able to initiate and manage change and improvement in pursuit of higher standards 	E	A / T / I
	<ul style="list-style-type: none"> • Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve 	E	A / T / I
	<ul style="list-style-type: none"> • Knowledge of the curriculum across the Primary age range including Early Years, Key Stage 1 and Key Stage 2 	E	A / T
	<ul style="list-style-type: none"> • Understanding how effective data analysis is used to monitor pupil progress, set targets and inform future planning for individuals and groups of children 	E	A / T / I
	<ul style="list-style-type: none"> • Understanding of school finances and financial management 	D	A / T
	<ul style="list-style-type: none"> • Ability to build positive working relationships, based on effective communication and interpersonal skills 	E	A / I
	<ul style="list-style-type: none"> • Able to monitor performance to ensure high standards and the development of professional practice among school staff 	E	A / T / I
	<ul style="list-style-type: none"> • Understand the complexities of working in a city school with a diverse community 	D	A / I
	<ul style="list-style-type: none"> • Have a knowledge and understanding of our children, their families and our school's local area, including the needs of children and families across the school 	D	A / I
	<ul style="list-style-type: none"> • Knowledge of current legal requirements, including health and safety, national policies and guidance on the safeguarding and promotion of the wellbeing of children 	E	A / T / I
	<ul style="list-style-type: none"> • Have a clear understanding of Church of England education and the vision and ability to lead and develop the Christian Life of the school 	E	A / I

Personal qualities	<ul style="list-style-type: none"> • Create a strong, positive personal impact, conveying authority and confidence, that encourages others to aspire to excel 	E	A / I
	<ul style="list-style-type: none"> • Lead with integrity, engendering trust and respect among and between stakeholders 	E	A / I
	<ul style="list-style-type: none"> • Inclusive and empathetic of all children, staff and members of the school community, demonstrating a caring and compassionate ethos 	E	A / I
	<ul style="list-style-type: none"> • Demonstrate openness, honesty and having the 'courage of your convictions' 	E	A / I
	<ul style="list-style-type: none"> • Commitment to the safeguarding of all pupils, staff and stakeholders 	E	A / T / I
	<ul style="list-style-type: none"> • Drive to provide equality of opportunity to all 	E	A / I
	<ul style="list-style-type: none"> • Be approachable and friendly to all stakeholders, demonstrating a willingness to listen and value contributions from all stakeholders 	E	A / I
	<ul style="list-style-type: none"> • Strength of character to challenge underperformance and behaviour where necessary in any stakeholders, and to follow through on issues which arise 	E	A / T / I
	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school 	E	A / I
	<ul style="list-style-type: none"> • Ability to work under pressure and prioritise effectively 	E	A / T
	<ul style="list-style-type: none"> • Be able to work collaboratively with the Senior Team to deliver strategic priorities 	E	A / I
	<ul style="list-style-type: none"> • Have understanding and compassion towards all staff regarding mental health and wellbeing 	E	A / I
	<ul style="list-style-type: none"> • Be proactive in promoting a good connection with the local community 	E	A / I
	<ul style="list-style-type: none"> • Develop a strong relationship, supporting work with the Governing body, the local authority and the Diocese 	E	A / I
Christian values	<ul style="list-style-type: none"> • Promote the Christian values of the school by modelling them in their character and behaviour 	E	A / T / I
	<ul style="list-style-type: none"> • Be able to develop the vision and ability to lead and develop the Christian life of the school 	E	A / T / I
	<ul style="list-style-type: none"> • Actively encourage respect of other religions, cultures and traditions 	E	A / I