

## Person specification - Head Teacher

Criteria	Essential	Desirable
<b>Christian Distinctiveness</b>	<ul style="list-style-type: none"> <li>• Sympathetic to Church ethos and able to support and lead this</li> </ul>	<ul style="list-style-type: none"> <li>• Regular church attender</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Able to promote the vision and values of the school as part of the wider Trust and demonstrate the skills to motivate, inspire and influence others</li> <li>• Leadership and management skills</li> <li>• Able deliver operational priorities to improve standards</li> <li>• Able to make and/or communicate difficult decisions</li> <li>• Excellent presentation, communication and negotiation skills, both verbal and written.</li> <li>• Strong organisational skills</li> <li>• Good IT skills</li> <li>• Able to prioritise work under pressure and to meet deadlines</li> <li>• Able to forge strong professional relationships with all stakeholders</li> <li>• Financial management skills including the ability to assess the financial implications of changes and deliver a balanced budget.</li> </ul>	<ul style="list-style-type: none"> <li>• Project management skills.</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Degree or equivalent qualification</li> <li>• Qualified Teacher Status</li> <li>• Evidence of ongoing CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Working or willingness to work towards NPQH</li> <li>• Post graduate qualification</li> <li>• Safeguarding and Prevent qualifications</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of effective teaching methodology, curriculum design and quality assurance.</li> <li>• Up-to-date knowledge and understanding of education and the school landscape both locally and nationally</li> <li>• Detailed knowledge and understanding of safeguarding in schools and how to improve practice and operation</li> </ul>	

	<ul style="list-style-type: none"> <li>• Understanding of people management and HR policies and procedures and how they improve standards</li> <li>• Knowledge and understanding of how to create a healthy and safe working environment for children/young people and staff</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Evidence of successful experience as a senior leader in a school</li> <li>• Evidence of successful teaching experience in the relevant key stages</li> <li>• Experience of dealing with confidential, complex and sensitive information</li> <li>• Evidence of developing links with other schools and organisations to enhance teaching and learning</li> <li>• Successful management of school resources including financial and budgetary processes, and staff recruitment</li> <li>• Evidence of putting in place effective strategies for teaching and learning, with an emphasis on improving outcomes and inclusion</li> </ul>	
<b>Aptitude and attitude</b>	<ul style="list-style-type: none"> <li>• Aspirational leader enthusing high expectations.</li> <li>• Ability to demonstrate through behaviour and practice, the National Standards of Excellence for Headteachers (2015)</li> <li>• Willingness and ability to be flexible in duties and hours worked</li> <li>• Ability to get on well with a wide variety of people, be tactful and ensure confidentiality</li> <li>• Commitment to safeguarding and protecting the welfare of children/young people</li> <li>• Commitment to ensuring equality of opportunity for pupils and staff</li> <li>• Lead by example, demonstrating a positive attitude to work, teaching and learning and the school community</li> <li>• Show resilience during challenging times</li> </ul>	