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**St Matthew’s CE Primary School**

**Headteacher Person Specification**

*The vision for St. Matthew’s is encapsulated in our school motto:* ***‘Let Your Light Shine’****.*

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|  | **Criteria** | **Essential/****Desirable** |
|  | **Personal Qualities** |  |
| 1 | **Fully supportive of, and able to articulate the** **Church of England’s Vision for Education** | **E** |
| 2 | **A calm and resilient figure who can manage their time well and lead by example, but who is also willing to seek and take advice** | **E** |
| 3 | A practising and worshipping member of a church affiliated to Churches Together in Britain and Ireland. | D |
|  | **Qualifications** |  |
| 4 | **Qualified Teacher Status** | **E** |
| 5 | **Evidence of regular and appropriate professional development** | **E** |
| 6 | Achieved or working toward NPQH or other further professional qualification | D |
|  | **Experience** |  |
| **7** | **Successful experience of school leadership (at headteacher/deputy headteacher/assistant headteacher level or equivalent) within the primary age range** | **E** |
| **8** | **Evidence of developing and implementing strategies for school improvement, including data analysis, target setting and strategies for improving the quality of teaching and learning** | **E** |
| **9** | **Proven ability in raising achievement for all pupils including disadvantaged pupils and those with SEND** | **E** |
| 10 | Experience of supporting the development of colleagues through CPD and/or performance management | D |
| 11 | Shows good understanding of working in a Church of England school or a school with a distinctly Christian ethos | D |
|  | **Leadership and Collaboration** |  |
| **12** | **Has a clear vision of what constitutes an effective school and is able to communicate this in order to inspire and motivate others** | **E** |
| **13** | **Committed to working in partnership with parents, the church and local community through building effective relationships based on mutual respect and a shared vision for the success of the school** | **E** |
| **14** | **An excellent communicator, able to quickly build trust and gain the confidence of all stakeholders** | **E** |
| **15** | **Committed to collaborating with other schools within the academy trust, learning from and sharing best practice** | **E** |
|  | **Knowledge and Skills** |  |
| **16** | **A good practical understanding of safeguarding policy and practice and a commitment to safeguarding children and promoting a school-wide culture of vigilance** | **E** |
| **17** | **Has an awareness of key features of effective financial management and budget setting in school** | **E** |
| **18** | **Ability to access, analyse, interpret and use appropriate data to monitor pupils’ progress; set and achieve ambitious, challenging goals and identify areas for improvement** | **E** |
| **19** | **Strong understanding of what constitutes an effective and broad-based primary-school curriculum, and experience in curriculum monitoring and review to secure ongoing improvements** | **E** |
| **20** | **Ability to recognise and acknowledge best practice and challenge any underperformance across the school to improve the quality of learning** | **E** |
| 21 | A strong classroom practitioner who is able to lead by example, model good practice and inspire staff to improve and develop | D |
| 22 | Recognises thefactors which create barriers to learning and has the ability to implement appropriate strategies for tackling such barriers and so reducing inequalities  | D |

*Candidates should seek to show in their application how they meet the identified* ***Essential*** *criteria.*

***Headteachers are expected to uphold the 7 principles of public life (***[*Nolan principles*](https://www.gov.uk/government/publications/the-7-principles-of-public-life)***) at all times***

*CDAT is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment*