



St Matthew's C of E Nursery and Primary School

Head Teacher Person Specification

Criteria	Essential/ Desirable
QUALIFICATIONS	
QTS	Essential
Evidence of Professional Development	Essential
NPQH	Desirable
Holds strong personal Christian values and is supportive of the school's Christian ethos, vision and values	Essential
LEADERSHIP AND MANAGEMENT	
Significant leadership experience and ability to demonstrate confident leadership	Essential
Proven record of raising achievement for all pupils	Essential
High expectations of staff and pupils	Essential
Ability to act strategically, driving the strategic direction of St. Matthews	Essential
Ability to lead by example and build effective teams	Essential
Significant experience and strong understanding of high-quality education including strong foundations in the Early Years, curriculum development, and school self-evaluation.	Essential
Experience of school improvement, monitoring and evaluating performance through self-evaluation and external review in line with the Ofsted framework	Essential
Understanding of the SIAMS framework and processes	Essential
Experience developing and empowering staff - ideally with experience of safer recruitment, and staff performance management	Essential
Deep understanding of national education priorities and statutory requirements	Essential
Good understanding of school finance: budget-setting; resource management; income generation	Essential

Understanding of the development and maintenance of a school premises including buildings and equipment, balancing budgetary constraints, safeguarding risks, and innovative classroom tools	Essential
Commitment to and understanding of relevant legislation including Health and Safety, Equal Opportunities and employment law	Essential
High standards and ability to instil discipline and support effective behaviour management	Essential
Clear understanding of requirements and experience of effective safeguarding of pupils	Essential
Experience of working with all stakeholders: parents, governors, external agencies	Essential
Evidence of working co-operatively with partners: e.g. the diocese, local authority, local parish and schools	Essential
Commitment to a broad, inclusive education, where all staff actively work to remove barriers to learning	Essential
Commitment & enthusiasm to supporting & integrating SEND and inclusion across the school	Essential
Experience navigating difficult conversations, disciplinary or complaints procedures	Essential
Clear vision for the school	Essential
FAITH	
Practising and committed Christian	Desirable
Commitment to working in partnership with St Matthew's Church	Essential
Ability to lead inspiring collective worship and be an advocate for the school's Christian vision and values	Essential
Sensitive and respectful towards those of other faiths and none	Essential
PERSONAL QUALITIES	
Leadership which is concerned for the whole community, including families and their needs	Essential
Strong communication skills and empathetic in dealing with staff, parent and governors	Essential
Commitment to professional integrity	Essential