

## Person Specification/ Selection Criteria for Head Teacher St Michael's Church of England Primary School

*The applicant will be required to safeguard and promote the welfare of children and young people.*

**Note: Candidates failing to meet any of the essential criteria will automatically be excluded**

### [A] Faith Commitment

To be able to demonstrate their knowledge and understanding of the following in the context of a Church of England school.

Faith Commitment	Essential	Desirable	Source
A person prepared to promote the ethos and values of a Church of England school.	<b>E</b>		<b>AIR</b>
A Practising Christian		<b>D</b>	<b>AIR</b>
Leading school worship	<b>E</b>		<b>AIR</b>
Ways of developing religious education and worship	<b>E</b>		<b>AIR</b>
A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school.	<b>E</b>		<b>AIR</b>

### [B] Qualifications

Qualification requirements	Essential	Desirable	Source
Qualified teacher status	<b>E</b>		<b>A</b>
Evidence of Continuing Professional Development relating to school leadership and curriculum development	<b>E</b>		<b>A</b>
NPQH or other leadership qualification (or working towards)		<b>D</b>	<b>A</b>
Christian Leadership qualification and/or experience		<b>D</b>	<b>AIR</b>
SENCO Qualification		<b>D</b>	<b>A</b>

### [C] Experience: Recent and successful experience of:

Safeguarding	<b>E</b>		<b>AIR</b>
Leadership and management in a primary school	<b>E</b>		<b>AIR</b>
Teaching at primary school	<b>E</b>		<b>AIR</b>
Leading curriculum development			

Tracking pupil progress, planning appropriate interventions and monitoring the impact of actions taken			
Having a significant positive impact on outcomes and progress for pupils, regardless of their individual, special or additional needs	<b>E</b>		<b>AIR</b>
Positive behaviour management	<b>E</b>		<b>AIR</b>
Leading safeguarding		<b>D</b>	<b>AIR</b>
Working in the church school sector		<b>D</b>	<b>AIR</b>
Teaching in more than one key stage		<b>D</b>	<b>AIR</b>
Working with governors		<b>D</b>	<b>AIR</b>
Working with external agencies for the well-being of pupils and their families		<b>D</b>	<b>AIR</b>
Managing a delegated budget in line with the school's Ethos		<b>D</b>	<b>AIR</b>

**[D] Wisdom: Demonstrate wisdom through understanding of:**

The distinctive Christian character of a Church of England school as expressed through its vision, value and ethos	<b>E</b>		<b>AIR</b>
Issues relating to the leadership and management of a church school that promotes human flourishing	<b>E</b>		<b>AIR</b>
Principles for the development of effective teaching and learning to reflect the needs and worth of every pupil	<b>E</b>		<b>AIR</b>
Principles of school self-evaluation and strategies for planning school improvement to enable flourishing for all	<b>E</b>		<b>AIR</b>
Strategies to develop 'community and living well' through partnership with families, and relationships with church and the local community	<b>E</b>		<b>AIR</b>
The range of data available for the evaluation and improvement of school performance and how to share this in an accessible way with staff, governors and families	<b>E</b>		<b>AIR</b>
The Church of England Vision for Education	<b>E</b>		<b>AIR</b>
The unique context of St Michael's Church of England School		<b>D</b>	<b>AIR</b>
The legislative framework for a VA school, including governance, curriculum and inspection frameworks and the requirements for statutory assessment	<b>E</b>		<b>AIR</b>
Personnel issues relevant to school leadership		<b>D</b>	<b>AIR</b>

Strategic financial planning			
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### [E] Professional Attributes

Demonstrate an understanding, awareness and empathy for the needs of the pupils at St Michael's Church of England School and how these could be met.	<b>E</b>		<b>AIR</b>
Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.	<b>E</b>		<b>AIR</b>
Excellent written and verbal communication skills (which will be assessed at all stages of the process).	<b>E</b>		<b>AIR</b>
To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice.	<b>E</b>		<b>AIR</b>
Show a good commitment to sustained attendance at work	<b>E</b>		<b>AIR</b>

### [F] Professional Skills

(Expectations set out in the Head Teachers' Standards 2020)

Must have the ability to:

#### **Develop Hope and Aspiration:**

Inspire motivate and challenge staff, pupils, and others to live out the school's Christian vision by communicating a hopeful journey of improvement

Continue to develop the distinctive Christian character and ethos of the school

Develop teaching and learning to enable all pupils to fulfil their potential, including modelling exemplary teaching practice

Provide leadership in Collective Worship that reflects the Christian identity of the school

Provide leadership in RE that reflects the context of the school

#### **Promote Community and Living Well Together:**

Foster good teamwork through promoting a sense of community through a culture of 'living well.'

Monitor and evaluate the performance of people and policies in line with the ethos of the school

Manage the school as a hospitable community that seeks to embody an ethos of living well together

Further enhance relationships with the Governing Body, external agencies, the Diocese, the LA, and other schools

### **Promote Dignity and Respect:**

Ensure all children are kept safely from harm and educated in an environment where all God's children are valued

Create and maintain an effective learning environment and culture that positively recognises individual strengths and needs

Manage own workload and that of others to allow a work-life balance, in line with Christian principles and practices

### **[G] Personal Qualities**

All of the following personal qualities are considered to be essential for this post and will be assessed through interview and reference in respect of self and others:

A person prepared to promote the ethos and values of a Church of England school.
Communicate effectively in spoken word and in writing in a range of contexts and with sensitivity to the given audience
Relate constructively to all, inspiring confidence in others, whilst supporting own and others' personal flourishing
A practising Christian (Desirable)

### **[H] Confidential References and Reports**

A positive and supportive faith reference from a priest/minister where the applicant regularly worships.	<b>E</b>
Positive recommendation from all referees, including current employer	<b>E</b>
A supportive reference from the Local Authority, if possible, or a further supportive professional reference	<b>E</b>

### **[I] Application Form and Supporting Statement**

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post in this church school, following the guidance outlined in the sections above.

**The governors wish your supporting statement to be no more than 3 sides of A4, Ariel point 11.**