

PERSON SPECIFICATION

School: St Thomas & St Anne's CofE Primary School

The Post: Headteacher

In making this appointment, the Governors will be seeking a candidate who will demonstrate the following essential skills and experience, personal qualities and managerial strategies:

| Criteria | Essential Requirements | Desirable |
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| Qualifications | <ul style="list-style-type: none">• Qualified Teacher status• Degree | <ul style="list-style-type: none">• National Professional Qualification for Headship |
| Skills & Knowledge | <ul style="list-style-type: none">• Teaching experience with a strong commitment to outstanding classroom practice, including knowledge of online learning and developing blended approaches to teaching• Experience of leadership in a Primary school• Involvement in school self-evaluation and development planning• Experience in financial management of school budgets• Excellent communication, listening and interpersonal skills• Commitment to Christian ethos and values• Has secure knowledge of the current Ofsted and Statutory Inspection of Anglican and Methodist Schools frameworks• Experience of supporting pupils with SEND• Ability to prioritise workload• Organisational and planning skills, being flexible and responding to external demands | <ul style="list-style-type: none">• Has taught across EYFS, KS1 and KS2• Experience of working with external agencies and processing EHCPs |
| Leadership & Management | <ul style="list-style-type: none">• Is an inspirational and innovative leader• Experience of supporting staff development• Experience of building effective working relationships• Able to delegate management tasks and monitor their delivery• Experience of working with | <ul style="list-style-type: none">• Experience of line and/or performance management• Experience of reporting to Governors• Experience of Ofsted and/or SIAMS inspection(s) |

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| | other professional agencies, learning networks and partnerships | |
| Strategic Development | <ul style="list-style-type: none"> • Ability to analyse data and use to set targets and identify strengths & weaknesses • Ability to think and plan strategically with a clear overview of standards and quality • Ability to implement a strategic approach to pupil assessments and adapt curriculum and frameworks to meet individual needs | <ul style="list-style-type: none"> • Experience of using ASP |
| Personal attributes | <ul style="list-style-type: none"> • Ability to encourage and support all children to develop and achieve their full potential • Passionate about children's learning • Ability to build relationships with the parent body • Ability to multi-task • A team player, reliable and supportive | <ul style="list-style-type: none"> • Seek training to develop own needs professionally |

The post is subject to:

- The terms and conditions for teachers as set out in the School Teachers' Pay and Conditions Act 1991 and any orders made under it;
- The other terms and conditions set out in the various national collective agreements in force from time to time;
- The Local Authority's Rules and Conditions including any local agreement entered into with recognised trade unions;
- Statutory regulations regarding the governance and management of schools as prescribed in the Schools Standards and Framework Act;
- The conditions set out in the Job Description and in the letter of appointment.

St Thomas & St Anne's CofE Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check and references.