Person Specification

	St Thomas's CE Primary School Headteacher Person Specification	
	Essential	**Desirable**
Qualifications	• qualified teacher status (QTS) • evidence of continuing professional development relating to school leadership	• Christian leadership qualification and/or experience • (CE) NPQH or other relevant leadership qualification • safeguarding qualification or willingness to undertake level 3 training • other relevant post-graduate qualification
Experience Recent and successful experience of:	• best practice in safeguarding • teaching and leadership in a primary school • leading curriculum development • tracking pupil progress and attainment to inform and evaluate the effectiveness of teaching and interventions • positive behaviour management • an in-depth knowledge and understanding of working across the whole primary phase • working with governors	• leading safeguarding • working in the church school sector • teaching in more than one key stage • working with external agencies for the wellbeing of pupils and their families • strategic financial planning and budget setting in line with a school vision • developing and growing Early Years provision
Knowledge Demonstrate an understanding of:	• the distinctive Christian character of Church of England schools, as expressed through contextually relevant, theologically underpinned vision, values and ethos • principles for the development of effective teaching and learning to reflect the needs and worth of every pupil • principles of school self-evaluation and strategies for school improvement to enable flourishing for all • strategies to develop community and living well together through partnership with families, and relationships with church and the local community • the Church of England Vision for Education	• the particular context of St Thomas's CE School • the legislative framework for a VA school, including governance, curriculum and inspection frameworks and the requirements for statutory assessment • personnel issues relevant to school leadership

	Essential	**Desirable**
Skills Ability to:	- inspire, motivate and challenge staff, pupils and others to live out the school's Christian vision and values - develop teaching and learning to enable all pupils to fulfil their potential - lead collective worship that reflects the Christian identity of the school and supports the spiritual development of pupils and adults - lead the development of RE that reflects the context of the school - monitor and evaluate the performance of people and policies in line with the vision and ethos of the school - further enhance the relationships with the Governing Body, external agencies, St Thomas's Church, the Diocese, the Local Authority, and other schools - ensure all children are kept safe from harm and nurtured 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 and the importance of learning for all	- experience of developing and implementing a contextually relevant, theologically underpinned Christian vision in a Church school - understand when delegation is appropriate
Personal attributes Evidence of:	- commitment to supporting and further developing the Christian identity and vision of the school - leadership grounded in creativity, courageous thinking, and imagination - the capacity to communicate effectively and sensitively (in spoken word and in writing) in a way which inspires confidence in others - ability to inspire confidence in others and enable them to flourish	- ability to develop mutually enriching networks and partnerships - championing the role of church schools in their communities - evidence of demonstrating courage, resilience and optimism when facing challenges and providing positive support for colleagues and accepting positive support from colleagues when needed