



# Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• Degree</li> <li>• Relevant vocational training and qualifications</li> <li>• Teaching</li> <li>• Qualified teacher status</li> <li>• School leadership CPD</li> <li>• Continuing professional development</li> <li>• Keeping children safe</li> </ul>	<ul style="list-style-type: none"> <li>• NPQH (may be currently on programme)</li> <li>• Post graduate degree (education)</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Leadership and management experience in a primary school in the UK</li> <li>• Head or acting Head or at least three years at senior leadership level</li> <li>• Planned and delivered staff development activities</li> <li>• Experience of an OFSTED inspection</li> </ul>	<ul style="list-style-type: none"> <li>• Developed and embedded effective SEND provisions</li> </ul>
<b>Budget</b>	<ul style="list-style-type: none"> <li>• Financial literacy and awareness (linked to budget management)</li> </ul>	<ul style="list-style-type: none"> <li>• Operational financial control and management experience</li> <li>• Set and managed department or school budget</li> </ul>
<b>School Improvement</b>	<ul style="list-style-type: none"> <li>• School self-evaluation and development planning experience</li> <li>• Involved in school priority planning at senior management level</li> </ul>	
<b>Partnerships</b>	<ul style="list-style-type: none"> <li>• Experience of positive stakeholder management</li> <li>• Constructive engagement with governors</li> <li>• Built and sustained community partnerships</li> </ul>	
<b>Church School ethos</b>	<ul style="list-style-type: none"> <li>• Willingness to work within and actively support the Christian ethos of a church school</li> </ul>	<ul style="list-style-type: none"> <li>• Worked with a Diocesan body</li> <li>• Familiar with SIAMS framework</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Demonstrates effective time management skills</li> <li>• Effective management of priorities</li> </ul>	<ul style="list-style-type: none"> <li>• Personal organisation</li> </ul>
<b>Data</b>	<ul style="list-style-type: none"> <li>• Experience of data analysis for key data sets</li> <li>• Able to use data to set targets and identify weaknesses</li> </ul>	

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<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• Evidence-based approach to teaching and curriculum development</li> <li>• Own strong teaching practice based on evidence-based research</li> <li>• Able to model this for others and support others to improve</li> </ul>	
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Effective communication and interpersonal skills</li> <li>• Able to communicate a vision and inspire others</li> <li>• Track record of effective communications to staff, community and other stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate “win-win” style</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Active involvement with safeguarding and understanding of KCSIE</li> <li>• Understand this role within educational safeguarding and familiar with other agencies involved with child protection</li> </ul>	<ul style="list-style-type: none"> <li>• Qualified DSL/DDSL</li> </ul>
<b>Inclusion</b>	<ul style="list-style-type: none"> <li>• Understanding of effective teaching and learning for SEND and vulnerable pupils</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with SEND provision</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Commitment to high ethical standards               <ul style="list-style-type: none"> <li>○ showing professionalism and integrity in all actions</li> <li>○ inclusive practice inherent in approach to work</li> </ul> </li> <li>• Familiar with and upholds the 7 principles of public life (the <a href="#">Nolan principles</a>) at all times</li> <li>• Actions show commitment to equality, diversity and inclusion</li> </ul>	
	<ul style="list-style-type: none"> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>• Record of setting high expectations of all pupils and staff</li> </ul>	
	<ul style="list-style-type: none"> <li>• Engage effectively with staff, parents and the wider community</li> <li>• Shows warmth, empathy and approachability</li> <li>• Upholds and promotes ethos and values of school</li> </ul>	
	<ul style="list-style-type: none"> <li>• Resilience</li> <li>• Remains calm under pressure</li> </ul>	