

PERSON SPECIFICATION
Headteacher
Wistow Parochial C of E Primary School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Qualified Teacher status	x	
Graduate or equivalent	x	
Evidence of continuous professional development	x	
EXPERIENCE AND SKILLS	Essential on appointment	Desirable on appointment
Experience across the appropriate age range	x	
Thorough knowledge of the National Curriculum	x	
Demonstrable experience of senior leadership in education	x	
Experience of school, local and national data analysis to support school improvement	x	
Experience of successful impact of ideas, plans and initiatives, through drive, dedication and passion for education in a leadership role	x	

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies;

Key Competencies	Essential on appointment	Desirable on appointment
Competency 1 – Effective and strong leadership	x	
Competency 2 - Strategic planning	x	
Competency 3 – Improving Teaching and Learning from Good to Outstanding	x	
Competency 4 – Leading, teaching and ensuring a multicultural, multi-faith and vibrant curriculum for all learners in school	x	
Competency 5 – Working in partnership with all stakeholders effectively	x	
Competency 6 – Effective teamwork and development	x	

SAFEGUARDING	Essential on appointment
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	
Demonstrate a commitment to all aspects of safeguarding and the welfare of children and young people	x
Ability to form and maintain appropriate relationships and personal boundaries	x
Emotional resilience in working with challenging behaviours	x
Appropriate use of authority and discipline	x

For Faith Schools only;	Essential on appointment
A good understanding of the needs and requirements of a C of E school	x
Promote and model Christian values that underpin the schools' Church of England Foundation'	x