



Rural Church Schools Academy Trust

Principal

Person specification

The criteria laid down in this job specification reflects the role of the post of Principal.

Key:

App – Application Form

Ref – Reference

SP – Selection process. This could include a range of exercises, including an interview.

Knowledge, Experience and Skills

	Essential/ Desirable	How identified
<i>Faith commitment</i>		
<i>A practising and worshipping member of a church affiliated to Churches Together in Britain and Ireland</i>	<i>D</i>	<i>App/SP</i>
<i>Fully supportive of the school's Christian values and committed to developing links between the parish church and school</i>	<i>E</i>	<i>App/SP</i>
<i>Has an understanding of the importance of collective worship and RE in a church school</i>	<i>E</i>	<i>App/SP</i>
<i>Is committed to and promotes strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school</i>	<i>E</i>	<i>App/SP</i>
<i>Leadership</i>		
<i>Has the ability to work effectively alongside stakeholders to promote and enhance the school's Christian vision</i>	<i>E</i>	<i>App/SP</i>
<i>Has the ability to build effective operational systems which deliver quality outcomes</i>	<i>E</i>	<i>App/SP</i>
<i>Has experience of deploying resources across the school</i>	<i>E</i>	<i>App/SP</i>
<i>Has the ability to implement a strategic plan across the school, identifying priorities and further opportunities for growth</i>	<i>E</i>	<i>App/SP</i>
<i>Shaping the future</i>		
<i>Works with and motivates teams, individuals and all stakeholders to implement changes across the school</i>	<i>E</i>	<i>App/SP</i>

Leading learning and teaching		
<i>Will implement strategies which secure high standards of teaching and learning across the school</i>	<i>E</i>	<i>App/SP</i>
<i>Will develop and implement changes and improvements to the curriculum</i>	<i>E</i>	<i>App/SP</i>
<i>Has in -depth knowledge of the use of data to monitor pupil progress</i>	<i>E</i>	
<i>Can use effectively a range of assessment tools to monitor teaching and learning</i>	<i>E</i>	<i>App/SP</i>
<i>Has the ability to identify effective interventions to ensure pupils maintain good progress</i>	<i>E</i>	<i>App/SP</i>
<i>Can identify excellent classroom practice to enable teachers to grow and develop through effective feedback and mentoring.</i>	<i>E</i>	<i>App/SP</i>
Developing self and working with others		
<i>Is a reflective practitioner and can demonstrate a commitment to their own professional development and growth</i>	<i>E</i>	<i>App/SP</i>
<i>Uses CPD to motivate, enthuse and develop all staff</i>	<i>E</i>	<i>App/SP</i>
<i>Ensures effective performance management systems are in place</i>	<i>E</i>	<i>App/SP</i>
<i>Has the ability to plan and allocate work effectively.</i>	<i>E</i>	<i>App/SP</i>
<i>Experience in managing under-performance of staff and in holding people to account.</i>	<i>E</i>	<i>App/SP</i>
Managing the organisation		
<i>Has the ability to implement changes to staffing structures</i>	<i>E</i>	<i>App/SP</i>
<i>Can recruit, retain and manage a range of staff</i>	<i>E</i>	<i>App/SP</i>
<i>Has the ability to develop appropriate school development plans and self-evaluation</i>	<i>E</i>	<i>App/SP</i>
<i>Can manage the schools maintained nursery provision appropriately</i>	<i>D</i>	<i>App/SP</i>
<i>Can implement appropriate academy policies and procedures</i>	<i>E</i>	<i>App/SP</i>
<i>Is confident in the financial management of academy budgets</i>	<i>E</i>	<i>App/SP</i>
<i>Has the ability to manage the academy's environment in line with health and safety regulations</i>	<i>E</i>	<i>App/SP</i>
<i>Can work effectively with and reports to the Local Governing Committee to fulfill statutory duties.</i>	<i>E</i>	<i>App/SP</i>
Strengthening the community		
<i>Builds fruitful relationships with community groups, the church, diocese and wider community</i>	<i>E</i>	<i>App/SP</i>
<i>Develops effective relationships and works in partnership with other academies and trusts.</i>	<i>E</i>	<i>App/SP</i>
<i>Promotes the ethos of the school and seeks out opportunities for growth</i>	<i>E</i>	<i>App/SP</i>
<i>Builds effective relationships with parents and carers to ensure the best possible outcomes for children</i>	<i>E</i>	<i>App/SP</i>
Safeguarding		
<i>Is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment</i>	<i>E</i>	<i>App/SP</i>
Qualifications and training		
<i>Qualified Teacher Status or other educational qualification</i>	<i>E</i>	<i>App/SP</i>
<i>A degree or equivalent</i>	<i>E</i>	<i>App/SP</i>
<i>Evidence of recent professional development (e.g. NPQH, master's degree)</i>	<i>D</i>	<i>App/SP</i>
<i>Christian Leadership Qualification</i>	<i>D</i>	<i>App/SP</i>