## Headteacher - St. James, Brindle CE Primary School

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**Person Specification for**

**Headteacher in Brindle, St. James Voluntary Aided School.**

***The applicant will be required to safeguard and promote***

***the welfare of children and young people***

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post.

Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

**[A] Faith Commitment**

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| --- | --- | --- |
|  |  | **Essential/ Desirable**  |
|  | Regular involvement in a church in membership of Churches Together in England, The Evangelical Alliance or North West Partnership. (This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school). | **E** |

**To be able to demonstrate their knowledge and understanding of the following in the context of a Church school.**

|  |  |  |
| --- | --- | --- |
|  |  | **Essential/ Desirable**  |
|  | Ways of leading school worship and developing religious education and worship | E |
|  | A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school | E |
|  | Demonstrate your ability as a spiritual leader for the school community | E |

**[B] Qualifications**

|  |  |  |
| --- | --- | --- |
|  |  | **Essential/ Desirable**  |
|  | Qualified teacher status | E |
|  | Degree | E |

**[C] Professional Development**

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| --- | --- | --- |
|  |  | **Essential/ Desirable** |
|  | Evidence of recent and appropriate professional development for the role of Headteacher  | E |

**[D] School leadership and management knowledge and experience**

|  |  | **Essential/ Desirable** |
| --- | --- | --- |
|  | Evidence of successfully leading school improvement  | E |
|  | Experience of leading curriculum development and its impact | E |
|  | Experience of monitoring staff performance | D |
|  | Experience of effective budget management  | E |
|  | Demonstrate the ability to both lead a team and be part of a team | E |
|  | A passion for achieving the very best outcomes for all children | E |

**[E] Experience and knowledge of teaching**

|  |  |  |
| --- | --- | --- |
|  |  | **Essential/ Desirable** |
|  | Proven excellence in teaching pupils in the primary phase | E |
|  | Can effectively analyse school data and identify appropriate actions which then form part of the school improvement plan. | E |
|  | Commitment to ensuring inclusion and addressing diversity  | E |

**[F] Professional Attributes**

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| --- | --- | --- |
|  |  | **Essential/ Desirable** |
|  | Strong behaviour management skills | E |
|  | An ability to communicate effectively, both orally and in writing, with a range of audiences | E |
|  | To be a leader of learning; demonstrating, promoting and encouraging outstanding classroom practice. | E |
|  | A commitment to the professional development for all staff, and self. | E |
|  | Have a good commitment to sustained attendance at work | E |
|  | An ability to engage and work collaboratively with parents and carers.  | E |
|  | The ability to plan, prioritise and organise self and others | E |

**[G] Personal Qualities**

|  |  |  |
| --- | --- | --- |
|  |  | **Essential/ Desirable** |
|  | The capacity to provide inspirational, enthusiastic and innovative educational leadership | E |
|  | A caring and considerate attitude towards children, which values each child's potential and recognises each child as an individual. | E |
|  | Flexibility, initiative and personal responsibility to maintain a positive attitude in the face of a challenging and demanding job | E |
|  | An ability to establish effective working relationships with a wide and diverse range of people including pupils, parents, Governors, colleagues, the Church family, other professionals and wider community  | E |
|  | The ability to inspire confidence | E |
|  | Excellent interpersonal skills. | E |
|  | Think analytically and creatively and demonstrate initiative in solving problems | E |
|  | Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others | E |

**[H] Safeguarding**

|  |  |  |
| --- | --- | --- |
|  |  | **Essential/ Desirable** |
|  | Displays commitment to the protection and safeguarding of children and young people | E |
|  | The ability to form and maintain appropriate relationships and personal boundaries with young people. | E |
|  | Has up to date training, knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people | E |
|  | Will co-operate and work with relevant agencies to protect young people | E |

**[I] Professional Skills**

Each candidate will be expected to demonstrate knowledge and understanding of the National Standards of Excellence for Headteachers 2015 which also form the basis of the Job Description. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in Brindle, St. James school.

**[J] Confidential References and Reports**

|  |  |  |
| --- | --- | --- |
|  |  | **Essential/ Desirable** |
|  | Positive and supportive faith reference from the priest/minister where the applicant regularly worships.Candidates who do not use their Parish priest/minister must give an explanation in the letter of application | **E** |
|  | Positive recommendation from all referees, including current employer | **E** |

**[K] Application Form and Supporting Statement**

*The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post.*