

PERSON SPECIFICATION

Pay Range, Individual Scale Range L7-L13

Candidates failing to meet any of the essential criteria will automatically be excluded

Qualifications and Training

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| • Qualified Teacher Status | Essential |
| • Has undertaken a range of recent professional development, including training focused on leadership and management | Essential |

Church School Commitment

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| • Clear commitment to developing, promoting and sustaining the Christian distinctiveness, ethos and values of a church school | Essential |
| • Commitment to developing and promoting relationships between the school, community, Church and Diocese | Essential |

Experience

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| • Excellent classroom practitioner | Essential |
| • Successful strategic leadership and management experience in post as a Headteacher, Deputy or Assistant Headteacher within the Primary Phase | Essential |
| • A successful track record of raising standards for all pupils | Essential |
| • Successful experience of building links and working with parents and the wider community | Desirable |
| • Active involvement in planning and leading staff development | Essential |
| • Experience of developing outstanding teaching | Essential |
| • Experience of developing the curriculum and continuity and progression between Early Years Foundation Stage, Key Stage 1 and Key Stage 2 | Essential |
| • Experience of appraising staff | Essential |
| • Evidence of recent effective interaction with a governing body or similar | Desirable |

Knowledge and Skills

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| • Knowledge of current national and local policies and the effects they have on school leadership in primary education | Essential |
| • Experience of the legislation and requirements relating to the safeguarding of children and related legal issues | Essential |
| • Knowledge of rigorous self-evaluation processes and successful involvement in School Improvement Planning | Essential |
| • Knowledge of OFSTED inspection processes | Desirable |
| • Knowledge of SIAMS inspection processes | Desirable |
| • Ability to model positive behaviours and implement a range of effective behaviour management strategies | Essential |
| • In depth knowledge and understanding of a wide range of effective teaching and assessment methods | Essential |

Personal Qualities

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| • Ability to lead, motivate and inspire a successful and cohesive team | Essential |
| • Ability to set targets, meet deadlines and work under pressure | Essential |
| • Ability to promote and support broad extra-curricular and enrichment activities that enhance pupils' learning | Essential |
| • Ability to provide effective pastoral care for the emotional development and wellbeing of the whole school community | Essential |
| • Demonstrate resilience, perseverance and optimism in the face of difficulties and challenges | Essential |

Commitments

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| • Clear commitment to promoting a high quality of education | Essential |
| • Clear commitment to ensuring equality and inclusion and celebrating diversity | Essential |
| • Clear commitment to developing closer links with parents and the community | Essential |

The successful applicant will be required to safeguard and promote the welfare of children and young people.

