



1 John 4:7 Let us love one another, for love is from God.

Luke 1:37 For nothing is impossible with God.

Learning together and worshipping together

"We aim high in our hearts and minds as we blossom in God's garden."

EXECUTIVE HEADTEACHER

PERSON SPECIFICATION

	FAITH COMMITMENT	Essential	Desirable
1	Fully supportive of the schools' Christian values and committed to further developing links between the parish churches and our schools and have an understanding of the importance of collective worship and RE in a church school.	✓	
2	A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the schools and maintains existing relationships with all stakeholders.	✓	
	QUALIFICATIONS	Essential	Desirable
3	Qualified Teacher Status (QTS)	✓	
4	Evidence of personal and professional development	✓	
5	NPQH and/ or CofEPQH attained or working towards		✓
	EXPERIENCE	Essential	Desirable
6	Substantial and successful experience in a senior leadership role, including working effectively and in partnership with Governors, parents and the wider community.	✓	
7	Experience of developing systems for school self-evaluation, effective monitoring and inspection of school.		✓

	KNOWLEDGE	Essential	Desirable
8	Knowledge of the statutory requirements and other relevant legislation relating to school leadership and management, statutory education frameworks, including governance.	✓	
9	Knowledge of strategic planning processes.		✓
10	Knowledge of new technologies, their use and impact including social media.		✓
	SKILLS & ABILITIES	Essential	Desirable
11	Ability to have a vision of the overall aims and direction of a successful school and be able to communicate and implement a shared vision in order to inspire and motivate others.	✓	
12	Ability to access and analyse relevant data and to use this information to set priorities and act upon them.	✓	
13	Ability to maintain the health and safety of staff and pupils whilst continuing to develop a stimulating and inspiring learning environment for pupils.	✓	
	LEADING, LEARNING & TEACHING	Essential	Desirable
14	In-depth knowledge of EYFS and Key Stages 1 & 2.	✓	
15	A passion for acknowledging and maintaining excellence in both teaching and learning, combined with a willingness to challenge any underperformance.	✓	
16	Evidence of developing and implementing strategies for school improvement, including data analysis, target setting and strategies for improving the quality of teaching and learning for all pupils.	✓	
	MAINTAINING AND ENHANCING THE SCHOOLS' ETHOS	Essential	Desirable
17	A commitment to build on and contribute to the shared visions for the schools and engage people to secure a successful future.		✓

	LEADERSHIP & COLLABORATION	Essential	Desirable
18	An excellent communicator, highly visible presence, diplomatic, confident, inspiring role model and able to quickly build trust, empower and motivate all stakeholders.	✓	
19	Committed to engaging with the local churches and wider communities to build partnerships, share resources, promote collective events and ensure advocacy for children and young people.	✓	
	MANAGING THE ORGANISATION	Essential	Desirable
20	Ability to plan, organise and exercise sound judgement and be able to pioneer new ways of thinking for the good of children and communicate and delegate effectively.	✓	
	SECURING ACCOUNTABILITY	Essential	Desirable
21	Committed to working with a Governing Body, LA and Diocese to enable a school to meet its statutory responsibilities.	✓	
22	Committed to ensuring that all stakeholders work collaboratively, share knowledge and understanding, celebrating success and accepting responsibility for outcomes.		✓
	SAFEGUARDING	Essential	Desirable
23	Demonstrates an understanding of and commitment to the statutory requirements of the safeguarding of children and other relevant legislation relating to child protection procedures with an ability to maintain a culture of vigilance.	✓	

	PERSONAL	Essential	Desirable
24	Ability to prioritise and manage time appropriately, being able to work under pressure and in changing circumstances.	✓	
25	Demonstrates: <ul style="list-style-type: none"> • Accurate self-assessment • Adaptability • Emotional intelligence • Empathy • Enthusiasm • Good team working and collaborative skills • Inspirational leadership • Integrity • Optimism • Organisational awareness • Passion for education • Reliability • Self confidence • Self-motivation • Ability to set challenging professional goals • Transparency 		✓

25th February 2021