***Developing our children into the citizens they deserve to be:  
Proverbs 22:6  
‘Train up a child in the way he should go: and when he is old, he will not depart from it.’***

**PERSON SPECIFICATION FOR HEADTEACHER POST**

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **REQUIREMENT** | **ESSENTIAL (E) / DESIRABLE (D)** | **EVIDENCE**  **APPLICATION/ INTERVIEW/ REFERENCE (AIR)** |
| **FAITH COMMITMENT** | | |  |
| 1 | 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** | **A/I** |
| 2 | A committed Christian who is an active member of the church he/she attends | **D** | **A/I/R** |
| **QUALIFICATIONS** | | |  |
| 3 | Degree or equivalent and Qualified Teacher Status (QTS) | **E** | **A** |
| 4 | Evidence of relevant and ongoing CPD e.g. NPQH, MA etc | **D** | **A** |
|  | Evidence of child protection and safeguarding training | **E** | **A/I** |
| **EXPERIENCE** | | |  |
| 5 | Evidence of impact of substantial and successful experience in a senior leadership role including curriculum development, monitoring and assessment | **E** | **A/I/R** |
| 6 | Evidence of impact of effective management of change | **D** | **A/I** |
| 7 | Evidence of impact of working effectively and successfully in partnership with key stakeholders | **E** | **A/I** |
| **KNOWLEDGE, SKILLS & ABILITIES** | | |  |
| 8 | Evidence and impact of how to create and lead a successful school, demonstrating good leadership and management practice | **E** | **A/I** |
| 9 | Ability to work under pressure, determine priorities and meet deadlines in a changing environment, communicating effectively to all stakeholders | **E** | **A/I/R** |
| 10 | Demonstrate the use of technology relevant to Headship, learning and teaching | **E** | **A/I** |
| 11 | Knowledge and understanding of strategic financial planning and budgetary management to secure best value | **E** | **A/I/R** |
| 12 | A practical use and application of effective school self-evaluation to inform the school improvement plan | **E** | **A/I** |
|  | A knowledge and understanding of the SIAMS framework | **D** | **A/I** |
| **LEADING LEARNING & TEACHING** | | |  |
| 14 | Proven ability to motivate and engage pupils to maximise learning opportunities and outcomes, ensuring wellbeing and equal opportunities for all including those with high prior attainment, rapid learners, pupils with EAL, and those requiring SEND provision | **E** | **A/I/R** |
| 15 | Evidence of developing and implementing effective strategies for school improvement, including data analysis, setting priorities, target setting, and strategies for improving the quality of teaching, learning and assessment for all pupils | **E** | **A/I/R** |
| 16 | Ability to identify and acknowledge teaching excellence and challenge any underperformance across the school to improve the quality of teaching and learning | **E** | **A/I** |
| **MAINTAINING AND ENHANCING THE SCHOOL’S ETHOS** | | |  |
| 17 | Ability to articulate and build a shared vision and engage, inspire and motivate people to deliver a successful future | **E** | **A/I** |
| **LEADERSHIP, MANAGEMENT & COLLABORATION** | | |  |
| 18 | A highly visible presence, leading by example, who inspires confidence, openness, fairness and trust, empowering and motivating all stakeholders | **E** | **A/I/R** |
| 19 | Able to demonstrate an inspirational, empathic and supportive style of leadership with the wellbeing of children and staff at its heart | **E** | **A/I/R** |
| 20 | A strategic decision maker with the ability to take a brave and courageous approach to initiating, implementing and measuring impact of policies and practices. | **E** | **A/I** |
| **PERSONAL** | | |  |
| 21 | Demonstrates emotional self-awareness, transparency and can deliver feedback effectively | **E** | **A/I/R** |
| 22 | Ability to lead with optimism and resilience, continually building and developing positive relationships and inspire high quality teaching, learning and behaviour | **E** | **A/I/R** |
| 23 | Demonstrates the 7 principles of public life: selflessness, integrity, objectiveness, accountability, openness, honesty, leadership | **E** | **A/I/R** |
| 24 | A sense of humour and ability to maintain a good work life balance for all of the school community | **E** | **A/I/R** |