



St Mary's C. of E. Primary and Nursery Academy



PERSON SPECIFICATION – Headteacher

	ESSENTIAL	DESIRABLE
Initial Qualifications	<ul style="list-style-type: none"> * Qualified to degree level or equivalent * Qualified Teacher status. * Successful completion of Probation/Induction 	<ul style="list-style-type: none"> * NPQH * Additional relevant educational qualifications e.g. Post Graduate qualification
Experience	<ul style="list-style-type: none"> * Experience of a Headteacher, Head of School or a Deputy Headteacher * Experience of the ethos of a Church school. * Successful experience of developing effective teaching and learning practices across Early Years Foundation Stage, Key Stage 1 and Key Stage 2 * Evidence of having led, or made a significant contribution to the success of a school through its leadership and pupil outcomes * Experience of formulating School Development Plans and Self-Evaluation documents to aid school improvement * Experience of developing an innovative and inclusive curriculum which is personalised to meet the needs of all pupils * Experience of managing, developing, inspiring and motivating staff * Experience of managing budgets effectively * Experience of relentlessly pursuing strategies for raising achievement and achieving excellence * Experience of leading and training primary staff to be successful practitioners * Experience of implementing effective pupil tracking systems to ensure that pupils of all levels of ability achieve their full potential * To be an outstanding classroom practitioner * Experience of tackling poor performance of pupils and staff * Experience of recruiting, developing and motivating staff 	<ul style="list-style-type: none"> * Experience within a church of England school * Experience in more than one school. * A passion for creative and performing Arts * Experience of supporting other schools or doing work on school to school support * Experience and understanding of inner city/multi-cultural communities * A working knowledge and understanding of the local community and how it works
Skills, abilities and Professional Qualities	<ul style="list-style-type: none"> * Ability to lead by example showing emotional self-control, initiative and adaptability so others can be inspired ** To be able to set high expectations and lead effective strategies across all aspects of a primary school including learning, accountability, curriculum and communication * Clear understanding of the ethos and strategies to establish consistently high standards of outcomes and attitudes of behaviour ** Ability to demonstrate sound organisational skills, work under pressure and determine priorities to meet tight deadlines High level of *written, ** oral communication and **IT skills with an ability to negotiate at all levels with all stakeholders 	

	<p>within the school community</p> <p>*Ability to set appropriate and challenging targets for school improvement and to monitor and evaluate an action plan in relation to these targets</p> <p>*Develop the use of new technologies, carefully selecting when to use these and measuring the impact they will have</p>	
Other	<p>**A commitment to involve parents and the community in the work of the school.</p> <p>**Promotion of positive behaviour strategies and constructive handling of problems.</p> <p>**An awareness, understanding and commitment to equal opportunities.</p> <p>A commitment to maintaining all safeguarding requirements for all</p> <p>To be able foster good relationships and engage with all stakeholders</p>	
Physical Requirements	<p>"...maintain high standards in their own attendance and punctuality" (Teachers standards 2012)</p> <p>Professional appearance</p>	
Contra-indications	<p>*Criminal convictions involving offences against children and other related matters</p>	

Those elements marked *will be assessed in your application.

Those elements marked **will be assessed in your application and during the selection process e.g. interview, presentation

St. Mary's C. of E. Primary and Nursery Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for the successful candidate.

June 2017