**Person Specification**

The following is a summary of some of the main attributes the Governing Body would wish to see in the successful candidate for Headteacher. Generic Qualifications, knowledge, experience, skills and qualities needed to fulfil this role are set out in the ‘National Standards for Headteachers’ (DfES/0083/2004) to which candidates should refer. It is downloadable from [www.teachnet.gov.uk/publications](http://www.teachnet.gov.uk/publications)

**Qualifications and Training**

* Qualified Teacher status
* Existing Head or Readiness for Headship (NPQH or evidence of equivalent level of learning achieved through senior leadership role within a school.
* Successful teaching experience in the primary phase.
* Recent and relevant in-service professional development and training including Safeguarding.
* Ability to support, maintain and develop the Christian ethos of the school.

**Experience, Knowledge and Skills**

You will be required to evidence:

* Your suitability to work with children and the ability to protect them and promote their welfare.

* Experience of successful school leadership in a senior role including evidence of bringing about school improvement.
* Experience of using whole school self-evaluation (e.g. lesson observations, work scrutinies, data analysis) to raise standards and bring about school improvement.

* Awareness and understanding of the current Ofsted and SIAMs processes and framework

* Understanding of the Headteacher’s responsibilities and accountability to pupils, governors, parents, LA, Diocese and the wider community.

* Your ability to develop a curriculum which promotes pupils’ spiritual, moral, social, cultural, academic creative and physical development and well-being.
* Your ability to build effective relationships with all members of the school community, leading by example and coaching others to bring about improvements.
* Your ability to articulate and communicate a strategic vision for the future development and sustainability of St Thomas à Becket Voluntary Aided Primary School as a distinctive and effective church school and a commitment to upholding and developing its values.
* Successful experience of using performance management along with the professional development of all staff to bring about school improvement.

* You have the confidence and ability to lead collective worship appropriate to the category of the school (1944 Education Act).

* Successful experience of setting and managing budgets to support sustainability and school improvement.

* Ability to secure good, transparent governance working with the Governing Body

* An understanding of how to develop an inclusive school.

* Evidence of partnership working.

**Personal Attributes**

You will demonstrate a number of personal attributes we see as critical to the success of the role:

* Commitment to lead our school community with pride, passion and energy, demonstrating strong Christian values and a wide-ranging view of the Headteacher role that extends beyond the school.
* The ability to inspire trust and commitment from the whole school community
* A love of education at grass roots level.
* Puts quality of education at the heart of decision making.
* Ability to create, inspire and promote a culture of high achievement for all.
* Recognise fallibility in self and others and see it as a learning opportunity, mistakes are to be recognised as inevitable.
* Demonstrate commitment to own CPD as well as that of others.
* Have a sense of humour.