**St Stephen’s CE Primary School**

**Headteacher Person Specification**

*Your application will be judged on its direct relevance to the following person specification; it will be judged, too, on the quality of its content and on its presentation.*

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| **ESSENTIAL** | **DESIRABLE** | **MEASURED** |
| **Education and Qualifications*** Degree and Qualified Teacher Status currently on the Leadership Scale
* Evidence of recent and relevant professional development
 | * Evidence of further degree/post graduate study/wider, relevant experience eg NPQH
 | Application |
| **Experience*** At least 5 years’ experience of outstanding classroom teaching and learning
* Currently a highly regarded senior leader with at least 3 years’ experience in this role
* Experience of having a strategic role within school
* Experience of leading curriculum areas and initiatives which have had a measurable impact
* Significant experience of using assessment data to inform whole school decision-making
* Experience of school improvement planning, writing, delivering and monitoring
* An outstanding understanding of all primary Key Stages
 |  | ApplicationInterview ProcessReference |
| **Leadership / Management / Learning*** A creative and innovative management style, able to take measured risks and to find creative solutions
* Strong analytical ability – able to analyse both behaviour and data and use to inform planning
* A strategic thinker, able to focus on ‘the big picture’ as distinct from practical details
* Able to lead, motivate, support, challenge and thereby raise standards
* Able to articulate theories of teaching and learning, to give strong feedback on classroom performance
* Have a robust approach to child-centred learning
* Experience of successful innovation or leading whole-school initiatives/managing change
* Evidence of a strategic approach to assessment for learning /personalisation
* Evidence of a strategic approach to CPD for whole staff/team/group
* Have an understanding of national policy, curriculum development and the statutory and legal framework within which a school operates, including the current Ofsted Inspection Framework.
 |  | ApplicationInterview ProcessPresentationReference |
| **Skills*** A proven, outstanding classroom teacher with the ability to make and articulate critical evaluation
* Excellent inter-personal skills, able to communicate and inspire trust and warmth
* Strong presentational skills with the ability to engage others and to listen
* Effective decision maker with good judgement on when to modify and when to maintain a position
* Ability to take initiative and also build a team which thrives on delegation
* Excellent time management, organisational and delegation skills and ability to manage workloads
* Financial competence
* Proactive attitude towards ICT both to support the curriculum and as a communication and management tool
* Involvement in presenting CPD training or in performance monitoring
 | * Experience of working successfully with groups such as governors/PTA/extended school group
* Experience of working with other professional agencies, learning networks and partnerships
* Experience of managing budgets
* Experience of working with fund-raisers and community projects
 | Interview ProcessReference |
| **Attributes and Values*** Active involvement in a Christian Church
* Personal qualities of commitment, integrity, flexibility and enthusiasm
* Able to make a positive impact, to articulate and to model core values
* Open and approachable with a vision that inspires others but is also rooted in reality
* Able to demonstrate a fantastic sense of humour, adaptability and empathy
* A robust disposition that shows energy and resilience alongside warmth and tolerance
 | * Able to show creativity and excitement about the curriculum and its possibilities for enhancing learning
* A good judge of character, able to distinguish between a genuine problem and a lack of commitment
 | Interview ProcessPresentationReference Application |

***St Stephen’s CE Primary School is committed to safeguarding and promoting the wellbeing of all children, and expects our staff, volunteers, visitors and parents/carers to share this commitment.***

**The successful applicant will be subject to an fully enhanced DBS check.**