**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 |  | Application  Interview Process  Reference |
| **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. |  | Application  Interview Process  Presentation  Reference |
| **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 Process  Reference |
| **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 Process  Presentation  Reference  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.**