



# PORTSMOUTH AND WINCHESTER DIOCESAN ACADEMIES TRUST



## St Blasius Shanklin Church of England Primary Academy: PRINCIPAL PERSON SPECIFICATION

	Essential	Desirable	Evidence
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>Will uphold and lead, the distinctive Christian ethos of the academy</li> <li>Have the ability and desire to model Christian values to all members of the academy community through excellent interpersonal skills</li> <li>An approachable and inspirational leader, who communicates transparently to stimulate confidence and trust</li> <li>A visible and significant presence within the academy environment, who acts sensitively and with discretion, wherever necessary</li> <li>Will work proactively with all parties in the Academy Trust, seeking and implementing policy and advice in a responsive manner</li> <li>Will lead, sustain and develop exemplary practice of Collective Worship in the academy</li> <li>Be committed to inclusive education in a church academy and passionate about the benefits of education to drive equality of opportunity for all pupils</li> <li>Have high expectations of themselves and all members of the academy community</li> <li>Can establish and exhibit positive relationships, and optimistic attitudes with all stakeholders in the academy, Trust, local faith and wider communities</li> <li>Will participate in out of academy activities i.e. PTA</li> </ul>	<ul style="list-style-type: none"> <li>A Communicant Anglican</li> <li>Active involvement in the local parish (personal or current school/academy)</li> </ul>	<ul style="list-style-type: none"> <li><i>Application form</i></li> <li><i>Interviews</i></li> <li><i>*Three references, to include current employer and someone who can comment upon the applicant's spiritual life</i></li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>Evidence of significant and relevant continued professional development</li> </ul>	<ul style="list-style-type: none"> <li>Has gained accreditation for further professional study (e.g. MA, DipEd)</li> <li>NPQH</li> </ul>	<ul style="list-style-type: none"> <li><i>Application form</i></li> <li><i>References</i></li> </ul>

<b>Experience</b>	<ul style="list-style-type: none"> <li>• Significant teaching and senior leadership experience within the primary phase</li> <li>• Experience of Ofsted inspection at senior leadership level</li> <li>• Has successfully undertaken appropriate Safer Recruitment, Prevent, Child Protection training and undertaken DSL duties</li> <li>• Has been actively involved in academy self-evaluation and improvement planning, with proven impact, including 'diminishing the difference' for disadvantaged pupils, realising the potential of more able pupils, whilst driving high standards for all</li> <li>• Can articulate and improve upon the academy's current position with accuracy and integrity</li> </ul>	<ul style="list-style-type: none"> <li>• Up to date knowledge and understanding of the curriculum for all 3 primary key stages</li> <li>• Specialist knowledge and experience of how to secure rapid and sustained improvement in the EYFS</li> <li>• An understanding of the rights and responsibilities associated with leading an academy sponsored by a Multi-Academy Trust</li> <li>• Previous experience of primary headship</li> <li>• Previous experience of working in a Church of England school or academy at senior leader level</li> <li>• Experience of SIAMS Inspection</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Application form</i></li> <li>• <i>Interviews</i></li> <li>• <i>References</i></li> </ul>
<b>Professional skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Demonstrate wide, up-to-date knowledge of educational innovation and developments, locally, nationally and globally</li> <li>• Will embrace the importance of technology in learning and its future implications in enabling innovation and effective communication</li> <li>• Has experience of developing and implementing a creative, exciting and challenging curriculum based on the current National Curriculum</li> <li>• Has experience of using pupil performance data to: drive improvements in standards; benchmark the academy's performance and to use as a tool to set ambitious future targets across the primary phase</li> <li>• Is able to articulate and model a deep understanding of the characteristics of outstanding teaching and learning.</li> <li>• Has a proven track record of monitoring, evaluating and improving the quality of learning, teaching and leadership in a sustainable manner</li> <li>• Has a good understanding of assessment and how it can be used to inform teaching and learning, as well as to plan interventions and accelerate pupil progress</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of innovative, national and international education</li> <li>• Experience of managing a school building and school building projects</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Application form</i></li> <li>• <i>Interviews</i></li> </ul>

	<ul style="list-style-type: none"> <li>• Evidence of understanding of national initiatives and current learning theory</li> <li>• Knowledge and application of Health and Safety in an academy setting</li> <li>• Knowledge and application of GDPR in an academy setting</li> </ul>		
<b><i>Pupils and staff</i></b>	<ul style="list-style-type: none"> <li>• Will develop and support an ethos in which staff work together to mutually improve subject knowledge and skills, driving high standards for all</li> <li>• Demonstrates resilience and integrity, drawing on personal and collegiate experience and expertise to successfully build and develop teams</li> <li>• Evidence of enabling pupils to become resilient, motivated and independent learners</li> <li>• Demonstrates a proven ability to grow the whole staff team as leaders at all levels. Show genuine care and interest in staff and can motivate and empower them to develop their full potential, whilst being mindful of their workload and wellbeing</li> <li>• Has the skills and experience of recruiting, retaining and deploying high quality staff</li> <li>• Is able to create and sustain a safe, secure and healthy academy environment</li> </ul>	<ul style="list-style-type: none"> <li>• Has experience of collaborating with other schools/academies to make joint staffing appointments</li> <li>• Has experience of collaborative and partnership working for the benefit of all pupils</li> <li>• Has drawn upon the resources of the local community to enliven the curriculum</li> <li>• Evidence of promoting and sustaining high standards of classroom management and children's behaviour</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Interview</i></li> <li>• <i>Application</i></li> </ul>
<b><i>Systems and processes</i></b>	<ul style="list-style-type: none"> <li>• Is able to make professional, managerial and organisational decisions based on relevant evidence, in a timely manner</li> <li>• Direct experience of working with governors/Directors and Trust/LA officers to drive the strategic direction and operational aspects of the academy forward</li> <li>• Has a good understanding and first-hand experience of school budget planning and expenditure control</li> <li>• Welcomes strong governance (at local and Trust Board level) and constructive, supportive challenge to ensure accountability for staff, pupil and financial performance</li> <li>• Is able to distribute leadership throughout the academy, where staff are encouraged to develop</li> </ul>	<ul style="list-style-type: none"> <li>• Previous experience of working with finances within an academy or multi-academy trust</li> <li>• Experience of coaching and mentoring skills</li> <li>• Has developed a model of staffing across schools on more than one site</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Application</i></li> <li>• <i>Interview</i></li> <li>• <i>References</i></li> <li>• <i>Presentation exercise</i></li> </ul>

	their own management and leadership skills <ul style="list-style-type: none"> <li>• Can create and set in place a constructive programme of coaching and mentoring to develop staff and drive succession planning</li> </ul>		
<b><i>The self-improving academy system</i></b>	<ul style="list-style-type: none"> <li>• Will work co-operatively with colleagues in order to develop mutually beneficial systems that drive continuous school improvements and enhance the life opportunities of young people</li> <li>• Willing to support and work in other academies in the Portsmouth and Winchester Diocesan Academies Trust</li> <li>• Think strategically to build and communicate a coherent vision that brings about effective academy improvement</li> <li>• Can demonstrate a proven ability to be accountable to the Trust, parents and other stakeholders for pupil progress and academy improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Work positively and effectively with colleagues beyond the academy, in order to improve teaching, learning and curricular provision and to raise standards</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Application</i></li> <li>• <i>Interview</i></li> </ul>

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