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| school badge logo | **Swinderby All Saints Church of England Primary School**  **Head Teacher 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 Evidence of recent and relevant personal professional development / NPQH | * Evidence of further degree/post graduate study / wider relevant experience. * currently on Leadership Scale. | Application |
| **Experience**   * At least 5 years’ experience of successful classroom teaching * Currently a highly regarded deputy head or assistant head * Experience of leading curriculum areas and initiatives | * Recent experience as acting head or similar * Experience of using assessment data to inform decision making * Experience of school development planning, writing, delivering, monitoring * Good 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 | * Experience of successful innovation or leading whole-school initiatives/managing change * Evidence of a strategic approach to assessment for learning / personalization of learning * Evidence of a strategic approach to CPD for whole staff / team / group | Application Interview process Presentation Reference |

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| **ESSENTIAL** | **DESIRABLE** | **MEASURED** |
| **Skills** |  |  |
| * An outstanding classroom teacher with the ability to make | * Involvement in presenting CPD training or in | Interview process |
| and articulate critical evaluation | performance monitoring | Reference |
| * Excellent inter-personal skills, able to communicate and | * Experience of working successfully with groups |  |
| inspire trust and warmth | such as governors / PTA / extended schools group |  |
| * Strong presentation skills with the ability to engage others | * Experience of working with other professional |  |
| and to listen | agencies, learning networks and partnerships |  |
| * Effective decision maker with good judgment on when to | * Experience of managing budgets |  |
| modify and when to maintain a position | * Experience of working with fund-raisers and |  |
| * Ability to take the initiative and also to build a team that | community project groups |  |
| accepts “cabinet responsibility” | * Experience of managing building projects |  |
| * Excellent time management, organisational and delegation skills and ability to manage workloads |  |  |
| * Financial competence |  |  |
| * Proactive attitude to ICT both to support the curriculum and as a communication and management tool |  |  |
| **Attributes and Values** |  |  |
| * Personal qualities of commitment, integrity, flexibility and | * Active involvement in a Christian church | Interview process |
| enthusiasm | * Able to show creativity and excitement about the | Presentation |
| * Sympathetic to the Christian ethos of the school | curriculum and its possibilities for enhancing | Reference |
| * Able to make a positive impact, to articulate and to model | learning |  |
| core values | * A good judge of character, able to distinguish |  |
| * Open and approachable with a vision that inspires others | between a genuine problem and a lack of |  |
| but is also rooted in reality | commitment |  |
| * Able to demonstrate good humour, adaptability and empathy |  |  |
| * A robust disposition that shows energy and resilience alongside warmth and tolerance |  |  |

**Swinderby All Saints Church of England Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced CRB check and medical report**.