

Bishop Wilson Church of England Primary School



Headteacher – Person Specification

Qualifications, Skills and Experience	Essential (E) or Desirable (D)	How Assessed
Qualified Teacher Status	E	AF
First degree or equivalent	E	AF
Higher degree or equivalent	D	AF
National Professional Qualification for Headship (NPQH)	D	AF
Proven leadership skills	E	AF/I
Proven skills in strategic management	E	AF/I
Excellent communication skills	E	AF/I
Excellent classroom practitioner, with experience in more than one phase, who has been involved in curriculum development	E	AF/I
Experience of managing a school budget	E	AF/I
A secure understanding of the requirements of the National Curriculum and Early Years development	E	AF/I
Experience of implementing Performance Management	E	AF/I
Experience of partnership working with parents and the wider community	E	AF/I
Experience of co-ordinating family support services as appropriate	D	AF/I

Personal Attributes	Essential (E) or Desirable (D)	How Assessed
Ability to lead and manage the school as a Church School, supporting the ethos of a Church of England School	E	I
Commitment and ability to communicate Christian values and principles through all aspects of school life	E	I
Possession of vision and innovative skills and the ability to communicate them	E	AF/I
Determination and enthusiasm to improve children's learning through the development of a rich, varied and innovative curriculum.	E	AF/I
High expectations of all and a belief that all can succeed	E	AF/I
Adaptability to changing circumstances and new ideas	E	AF/I

Creativity and imagination in solving problems	E	AF/I
Commitment, reliability and integrity	E	AF/I
Drive, stamina, perseverance and resilience	E	AF/I
Empathy with children	E	AF/I
Emotional resilience in working with children exhibiting challenging behaviour	E	AF/I
Confidence to deal effectively with underperformance, in accordance with relevant policies and procedures	E	AF/I
Commitment to broadening childrens' life experiences, including championing well-being and promoting access to creative arts and sports	D	AF/I

Knowledge and Understanding

	Essential (E) or Desirable (D)	How Assessed
To support the Christian aims and ethos of a church school	E	I
Ability to understand and interpret complex data to inform effective decision-making	E	AF/I
Ability to effectively implement safeguarding legislation and develop a culture of safeguarding awareness, risk assessment and management	E	AF/I
Commitment to working with the Governing Body to promote and further develop the school vision, embracing excellence, high standards and inclusion	E	AF/I
Commitment to developing staff with the necessary skills to promote equality, respect diversity and challenge stereotypes	E	AF/I
Recognition of the role parents, carers and families play in helping children succeed and thrive and commitment to working effectively with them to support children's learning	E	AF/I
Commitment to developing flexible and effective approaches to learning and teaching which will lead to continued high standards	E	AF/I
Commitment to continuous professional learning and development, including keeping updated regarding evidence based research and best practice in teaching and learning	E	AF/I
Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these	E	AF/I
Commitment to the development of all members of staff	E	AF/I
Commitment to developing the leadership and management skills of all staff in order to achieve strength and depth in the organisation of the school	E	AF/I
Ability to form and maintain good and appropriate	E	AF/I

relationships with staff, children and parents		
Understanding of effective coaching and mentoring strategies to motivate and inspire others	D	AF/I
Ability to seek and maintain effective multi-agency partnerships and collaboration	D	AF/I
Ability to effectively promote positive behaviour strategies and to constructively handle problems	E	AF/I
Ability to plan and prioritise own workload to maintain a healthy work-life balance, and model this to staff	E	I
Ability to manage the school efficiently and effectively on a day-to-day basis, including strategic financial planning, budget management, policy formation and review, personnel and governance	E	AF/I
Implementation of Equal Opportunities and other legislation essential for the health, safety and wellbeing of the school community	E	AF/I

Assessment:

Elements marked as 'AF' will be assessed in your application form.

Elements marked as 'I' will be assessed in the interview process.