**The Deanery**


# PERSON SPECIFICATION

# FOR THE HEADTEACHER

***The applicant will be required to safeguard and promote***

***the welfare of children and young people and be faithful to the trust deed.***

**Note: Candidates failing to meet any of the essential criteria will automatically be excluded**

**The criteria set out below will be assessed in the Application Form, at interview and possibly in references provided. Your application should seek to demonstrate how you meet the criteria and in particular, those listed as essential.**

**Faith Commitment**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Full and active member of a church in membership of Churches Together in England. (This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school.) | E |  |

**To be able to demonstrate their knowledge and understanding of the following in the context of a Church school.**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Leading school worship | E |  |
| Ways of developing religious education and worship | E |  |
| A commitment to building a school ethos based on gospel values which is tangible to all members of the school community | E |  |

**Qualifications**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Honours Degree Qualified teacher status | E |  |
| Qualified teacher status | E |  |
| A relevant post-graduate qualification |  | D |
| NPQH |  | D |

 **Professional Development**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Evidence of recent appropriate professional development for the role of Headteacher | E |  |
| Has successfully undertaken appropriate Child Protection training/ Designated Senior Person training | E |  |

**School leadership and management experience**

|  | **Essential** | **Desirable** |
| --- | --- | --- |
| Recent successful leadership as a Headteacher |  | D |
| Significant recent experience of successful leadership as a senior leader  | E |  |
| Experience in post-16 education |  | D |
| Experience of strategic planning and rigorous self and external evaluation to develop the quality of education | E |  |
| A proven track record of school improvement  | E |  |
| Evidence of successful financial and resource management | E |  |
| Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies. | E |  |
| Experience of supporting a governing body to ensure it is effective and fulfils its statutory responsibilities | E |  |

**Experience and knowledge of teaching and learning**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| A proven track record of successful teaching in more than one school | E |  |
| A proven track record of effective use of data, assessment, target setting and intervention to raise standards and address weaknesses | E |  |
| A proven track record of leading curriculum development to secure excellent teaching  | E |  |
| Evidence of commitment to a culture of inclusion, equal opportunities, diversity and access | E |  |

**Specific Professional Qualities, Knowledge and Understanding**

|  |  |  |
| --- | --- | --- |
|  | Essential | Desirable |
| Ability to model the values and vision of The Deanery and to challenge, motivate and inspire others to achieve them | E |  |
| A commitment to building a culture of continuous improvement | E |  |
| An understanding of and commitment to use effective teamwork across the whole school community | E |  |
| Safeguarding of children and child protection | E |  |
| Lead by example – with integrity, creativity, resilience, and clarity – drawing on their own scholarship, expertise and skills, and that of those around them | E |  |
| Experience of legal and HR issues relating to effective school management  |  | D |
| Extensive knowledge and understanding of national policy including Ofsted and current research and development in education | E |  |
| Ability to hold all staff to account for their professional conduct and practice | E |  |

**Personal Qualities**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| An inspirational leader who leads with energy and enthusiasm and can both challenge and support staff to achieve their best | E |  |
| Personal impact, presence and resilience that inspires others | E |  |
| Excellent written and oral communication skills (which will be assessed at all stages of the process) | E |  |
|  A commitment to personal development and growth | E |  |

**Confidential References**

|  |  |
| --- | --- |
| Positive and supportive faith reference from the priest/minister where the applicant regularly worshipsCandidates who do not use their Parish priest/minister must give an explanation in the letter of application | E |
| Positive recommendation from all referees, including current employer | E |

**Application Form and Supporting Statement**

The form must be fully completed and legible. The supporting statement should be no more than 1,500 words and should be clear, concise and related to the specific post.

As part of your application pack we would like you to describe in no more than 750 words evidence of the impact you have had as a senior leader on curriculum development and provision over the past 3 years and what you see as the key issues in leading this area in the future.