



# Headteacher Application Pack



**ST. MARK'S**  
C OF E PRIMARY ACADEMY



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# Letter from Cathie Paine, Chief Executive, REAch2 Academy Trust

Dear Candidate,

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence, and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

**Cathie Paine**

**Chief Executive, REAch2 Academy Trust**

## Our Cornerstones and Touchstones

REAch2 is the Cornerstone of the Trust: providing a strong, responsible foundation from which every academy develops and grows. A cornerstone provides a subtle yet paramount role in the construction of a building and ensures that REAch2 is a trustworthy, accountable and inspirational organisation, delivering the best possible learning experience.

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.



With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

**Inspiration** breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: [www.reach2.org](http://www.reach2.org)

# Welcome Letter from Jane Comerford – Chair of Governors, St Mark’s C Of E Primary Academy

Dear Applicant

Thank you for your interest in the post of Head Teacher at our school. We are at an exciting stage in our development. Our vision is strong and our relationships with the community are excellent. We are looking for a leader who is energetic and ambitious and can take us to the next stage of our journey.

We are very proud of our children. We are deeply committed to transforming their lives and ensuring that their school experience is a happy and fulfilling. The Christian ethos of the school underpins all that we do, and we enjoy close links with our parish. We are a community in which every member is valued, and it is important that the new Head Teacher of St. Mark’s sees communicating with and supporting families as a priority.

We are a one form entry school, in the London Borough of Croydon. We had an OFSTED inspection in 2017, graded ‘Good’, and our SIAMS inspection, also in 2017, graded us as ‘Good’.

What I cannot convey on paper is the unique and special ethos of St. Mark’s which can only be appreciated by coming to look around.

The school is committed to safeguarding and promoting the welfare of the children and expects all staff and volunteers to share this commitment. Enhanced DBS checks will be made. References will be sought for candidates who are shortlisted. All applications will be treated in the strictest confidence.

I hope that you are excited about our school and this opportunity to add value to the lives of our children. I look forward to your application.

Yours sincerely

**Jane Comerford**

**Chair of Governors St Mark’s C of E Primary Academy**

## Welcome Letter from Mother Roxanne, Vicar of St. Mark's C Of E and Governor of St. Mark's

I'm so pleased you are thinking about applying to become our next head teacher! As Vicar of the parish I am passionate about the strong relationship between church and school. I'm looking forward to working with our new head teacher to support the head and school in any way that we can as a church community; and I am excited to hear what a new head will want to do to further strengthen that relationship in new and creative ways.

Being right next door means that classes can very easily pop into church for all sorts of reasons: from studying the history of our beautiful church, to a visit to have the class teddy bear baptised by one of the clergy; or an amazing RE lesson taught in the church itself using different senses, for example.

As a school and church family we work very closely together with the aim of serving our local community to the best of our ability. We work closely on events such as the annual Harvest festival where the contributions of the school and church are given to the local Refugee Centre. Our end of year leaving service for Year 6 is one of the highlights of our year. The children pray and give thanks for all God has done during their time at St Mark's and we send them off with bibles and year books as they take the light of St Mark's with them.

Collective Worship is a huge strength at St Mark's, graded Good at our latest SIAMS. We aim to make sure that the worship is relevant and accessible to everyone in the school community and clergy regularly lead worship both in school and in church. Our children feel a strong sense of ownership of the worship and are involved in serving, leading prayers (both written and spontaneous), giving readings, and contributing all sorts of creative elements to services. St Mark's Church has a thriving congregation with children and young people making up at least a quarter of the regular congregation. We have excellent Sunday school for 0-12 year olds, conduct annual preparation classes for first communion and confirmation and seasonal discipleship classes. Our Church is proud of its history and identity as an inclusive Church where all are welcome.

Yours sincerely,

**Mother Roxanne**  
**Vicar of St Mark's Church**

## Headteacher

L15 – L21

### St Mark's C of E Primary Academy

**“Inspiring minds, achieving excellence, nurturing faith”**

#### About the school

Welcome to St Mark's Church of England REAch2 Primary Academy. The school is located in a vibrant and diverse residential area in South Norwood with a mixture of private and social housing. There is exceptionally good access to buses and trains. We are a small and caring, family orientated Church of England Academy serving a wonderfully diverse community. Over 45% of our children are in receipt of the pupil premium, over 20% have SEND and over 40% are EAL.

Our vision is to **inspire** a thirst for knowledge, thinking and learning through our creative, curriculum and values-based ethos; our core purpose is to ensure that our pupils and staff **achieve** excellence through hard work, determination and a focus on maintaining high standards of attainment and conduct.

Here at St Mark's, we understand that each individual is uniquely created to 'shine' and grow into compassionate, resilient and responsible individuals, able to contribute positively to the school, the local community and make a difference in society. Our mission is to provide the same standard of education and care for all our pupils as we would wish for our own children.

As a Church of England Academy, Christian values are central to the life of our school, where we worship together, serve together and grow together. We build **nurturing** relationships based on honesty, respect and trust. In so doing, we welcome everyone from all faith backgrounds and none.

Our learning environment provides a happy, calm and purposeful atmosphere with a culture of high expectations for all. We educate and nurture the whole child through an exciting, creative and inclusive curriculum which develops children's knowledge, skills and identity across a broad range of subjects, encouraging all to excel.

We are now looking for a passionate and creative Headteacher to lead our talented staff team.

## Our School Values Prayer

Heavenly Father, please help me to:  
Respect others and rejoice in their achievements  
Endeavour to learn something new every day  
Accept and celebrate the differences in others  
Continually rise to every challenge  
Honestly reflect on my own actions  
In Jesus' Name we pray, Amen

## What we are looking for in our next Headteacher

We are seeking an outstanding Headteacher who demonstrates a commitment to our school ethos and vision: “Inspiring minds, achieving excellence, nurturing faith” and who:

- Is sympathetic and committed to the strong Anglican ethos of the school and its community
- Is driven by values and can exhibit deep evidence of relational leadership
- Has sound business acumen and can work with business professionals to ensure the school gives value for money
- Has experience of working in diverse urban settings with associated challenges and deprivation
- Has experience of leading and embedding a progressive and sequential curriculum in a small school
- Has experience of transforming schools sustainably and compassionately with demonstrable impact

## Being part of REAch2

There are 60 primary schools within REAch2 across multiple geographical locations, grouped into ten Clusters.

St Marks sits within Cluster 7 and works most closely with Aerodrome Primary Academy, Robert Fitzroy Academy and Tidemill Academy. The Cluster is led by a Deputy Director of Education. Being part of the REAch2 family, you will benefit from:

- expertise and support offered by the largest, primary only, multi-academy trust in the country;
- a wide range of professional development opportunities and the opportunity to work with some of the best educational professionals in the country;
- a personal coach
- access to an Employee Assistance Programme for you and your immediate family
- membership to ‘perks at work’

REAch2 will offer you the kind of rewards you can only find in a Trust that is improving the prospects and life chances for thousands of children across the country.

**To find out more about the school and REAch2 we strongly advise that you visit our websites:**

<https://www.stmarkscofepriamaryacademy.net>

<https://reach2.org>

# The application

Informal and confidential discussions are strongly encouraged and welcome. Unfortunately due to the school's Easter holiday, the only available visit to the school will be on Friday 8<sup>th</sup> April. Visits to the school after Easter will only be available for shortlisted candidates.

Please contact Justin Burt, (Deputy Director of Education for REAch2) at [justin.burt@reach2.org](mailto:justin.burt@reach2.org) and/or 07503 925439.

Between Wednesday 6<sup>th</sup> April and Tuesday 12<sup>th</sup> April please contact Gill Ellyard (Director of Education for REAch2) at [gill.ellyard@reach2.org](mailto:gill.ellyard@reach2.org) and/or 07784 090235

**Application Form:** Please complete a REAch2 Application Form, available on REAch2 and as an attachment on the advert and return to [HRSupport@reach2.org](mailto:HRSupport@reach2.org)

## Equality and Diversity Monitoring

REAch2 Academy Trust aims to promote equality of opportunity and diversity across our workforce. We recognise and value the differences between individual skillsets and the benefits this can bring for the organisation. Please help us to understand this better by completing our online [Equality and Diversity Monitoring Form](#).

## Safeguarding

REAch2 and St Mark's Church of England Primary Academy are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check with a Children's Barred List Check are essential for this role.

## The application process and timetable

<b>Application deadline:</b>	Tuesday 19 <sup>th</sup> April 2022 (12 noon)
<b>Application to be returned to:</b>	<a href="mailto:HRSupport@reach2.org">HRSupport@reach2.org</a>
<b>Shortlisting</b>	Wednesday 20 <sup>th</sup> April
<b>Stage 1</b>	Thursday 28 April 2022 <ul style="list-style-type: none"><li>- Lesson observation and feedback</li><li>- Data task</li><li>- HR scenarios</li><li>- Assembly</li><li>- Candidates will be informed on the day as to whether they will progress through to stage 2</li></ul>
<b>Stage 2</b>	Friday 29 <sup>th</sup> April 2022  Final shortlisted candidates  Panel Interview
<b>Job starts</b>	September 2022

# Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that academies and academy personnel are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all of our pupils.

We have a principle of open competition in our approach to recruitment and will seek to recruit the best applicant for the job. The recruitment and selection process aims to ensure the identification of the person best suited to the job based on the applicant's abilities, qualifications, experience and merit as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system after six months from notifying unsuccessful candidates, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your details will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#)

## Job Description

**Post:** Headteacher

**Responsible to:** Deputy Director of Education

**Pay Scale:** L15 – L21 (Outer London). Uplift will be considered for exceptional candidates

### Core Purpose

The Headteacher shall carry out the professional duties as described in the School Teachers Pay and Conditions Document and would be expected to have considered these in relation to the Academy.

The Headteacher is accountable to the Local Governing Body and Director of Education for ensuring the educational success of the school within the framework of the Academy's strategic plans. The Headteacher will provide professional leadership and management to the school and must establish a culture that promotes excellence, equality and high expectations of all pupils.

### Responsibilities

*To be accountable to the Deputy Director of Education for:*

- The effective implementation and embedding of the agreed school vision, principles and policies within the school;
- Providing leadership across all aspects of the internal organisation: professional leadership, management and control of the academy;
- Creating a culture of constant improvement and being an inspirational leader, committed to the highest achievement for all in all areas of the school's work;
- The Headteacher will have line management responsibilities for the Deputy Headteachers /Assistant Headteachers in the school;
- Promote excellence in teaching and learning, ensuring a continuous and consistent focus on pupils' achievement and development (whole-person as well as academic);
- Ensuring that a high-quality educational experience is available for all children and young people;
- Creating a positive culture of support and high expectations, in order to achieve the school's Strategic School Development Plan, raise standards and improve the quality of teaching;
- Ensuring that teaching in all year groups is improving;
- Ensuring that all children make good progress including where there are barriers to learning, through clear, consistent and excellent systems and provision for all, actively promoting inclusion;
- Ensuring effective and appropriate pastoral support is available to children in the academy;

- Through robust and effective monitoring and evaluation, identify and act on areas of improvement in relation to the curriculum and assessment;
- Keeping informed of developments within the National Curriculum and other relevant curriculum development sources, to ensure that the curriculum is rich, relevant and inspirational and contributes to outstanding educational and whole-person outcomes;
- Ensuring creativity, innovation and the use of appropriate new technologies to achieve excellence;
- Developing an inclusive and supportive approach so that the academy is a place where all young people and the wider school community feel welcome.

### **Developing Self and Working with Others**

- Treat everyone within the academy fairly and equitably;
- Develop a culture of personal responsibility that recognises both excellence and supports appropriate strategies to deal with under-performance in accordance with Trust Appraisal and Capability policies and procedures;
- Ensure a high standard of professional development for all staff and for self, including attending all mandatory training events;
- Work with the SLT to recruit and retain staff of the highest quality, in line with Trust policy and safer recruitment procedures;
- Work with senior colleagues to deploy all staff effectively in order to improve the quality of education provided;
- Regularly monitor the budget for the school and the use of resources;
- Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations;
- Ensure that the allocation and use of accommodation within the school provides a positive learning environment that promotes the highest achievement for all;
- Work with REAch2, the Director of Education, SLT and School Business Manager to maximise the level of external funding that is attracted to support the academy's development;
- Promote, embed, secure and monitor all agreed school policies.

### **Securing Accountability**

- Work with the Local Governing Body (LGB) to enable them to meet their responsibilities;
- Ensure that individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation;
- To develop a school ethos which will enable everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes;
- Develop and present a coherent, understandable and accurate account of the academy's performance to a range of audiences including governors, parents and carers;

- Reflect on personal contribution to school achievements and take account of feedback from others.

### **Strengthening Community**

- Build a school culture and curriculum which takes account of the richness and diversity of the academy's communities;
- Ensure learning experiences for pupils are linked into and integrated with the wider community and within the REAch2 community of schools;
- Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development.

### **Developing and Sustaining the Christian Vision and Ethos;**

- Ensure the vision for the school is clearly articulated, shared, understood and acted upon effectively by all stakeholders
- Preserve and develop the religious character of the school in accordance with the principles of the Church of England by providing leadership within a Christian context
- Ensure the provision of religious education is in accordance with the policy of the Southwark Diocesan Board of Education and Local Governing Body. To have regard to the Church of England character and foundation of the school and not do anything contrary to the interests of this foundation
- Develop and maintain positive relationships and links with clergy, local parish, Southwark Diocese and other external partners
- Use age appropriate daily collective worship and the school environment to enhance and develop the Christian nature of the school
- Demonstrate an understanding of other faiths and acknowledgement of diversity

### **Shaping the Future (Strategic Leadership)**

- Work with the SLT and the LGB, and under the guidance of the Executive Headteacher to develop the shared vision and strategic plan for the academy, which is responsive to the community it serves. At the core of this should be the educational and personal development of the pupils;
- Work with the Director of Education, Governors and staff to define and implement the academy's vision and strategic direction so that it is understood and acted upon by all stakeholders;
- Work within the school community to translate the vision into agreed objectives and operational plans, which will drive forward and sustain school improvement;
- Ensure the sustained raising of aspiration, achievement and attainment, is met through an inclusive, sustainable and innovative lifelong education environment;
- Ensure the school achieves its performance targets;
- Demonstrate the vision and values of the school in everyday work and practice;
- Motivate and work with others to create a shared culture and positive climate;

- Promote the academy and develop effective and productive relationships with a wide range of stakeholders;
- Secure the commitment of parents and the wider community to the vision and direction of the academy;
- Challenge, motivate and empower others to attain ambitious outcomes;
- Working with the Director of Education, develop strategies for school readiness in Early Years and a positive transition across Key Stages and into both primary and secondary education for children and parents.

### **Leading Learning and Teaching**

- Drive and inspire a passion for learning in every member of the school community;
- Provide a model of outstanding practice to all staff in teaching and school leadership;
- Secure and sustain effective teaching and learning throughout the academy by ensuring sound strategies are in place for monitoring and evaluating the quality of teaching and standards of pupils' achievement, using benchmarks and setting targets for rapid improvement of all children including those in vulnerable groups;
- To build a collaborative learning culture within the school and actively engage with other schools within the wider REAch2 family to build effective learning communities;
- Work with all staff to build effective teams;
- Sustain their own enthusiasm and motivation and develop and sustain that of other staff;
- To ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities;
- Develop and maintain effective strategies and procedures for staff induction, professional development and appraisal as below;
- Effective and consistent implementation of the Teachers' Appraisal Policy and other systems of quality assurance and professional development of teachers;
- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs and identified through the appraisal process;
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the academy and the wider REAch2 family;
- Under the direction of the Director of Education, develop capacity, through coaching and mentoring members of the SLT;
- Keep abreast of educational developments and best management practice in order to introduce appropriate innovation and contribute to joint practice development.

### **Managing the Organisation**

- Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities;
- Advise Governors on the formulation of the annual budget in order that the school secures its objectives;

- Receive and approve the academy budget in order to ensure that the academy meets its objectives;
- Manage the academy's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities;
- Seek opportunities to invite parents and carers, community figures and those from the wider REAch2 family, business or other organisations into the school to enhance and enrich the school and its value to the wider community.

### **Equal opportunities**

- Take responsibility, appropriate to the post, for tackling unlawful discrimination amongst all groups in line with the Equalities Act 2010.

### **Safeguarding children and Safer Recruitment**

- Have due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the academy;
- Ensure that all policies and procedures adopted by the LGB are fully implemented and followed by all staff;
- Act in the role of designated safeguarding lead and fulfil all associated duties as outlined in keeping Children Safe in Education;
- Ensure that sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings, and contributing to the assessment of children;
- Ensure that all staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle blowing practices.

### **Health and Safety**

- Work in compliance with the academy's Health and Safety policies and under the Health and Safety at Work Act (1974), ensuring the safety of all parties with whom contact is made, such as members of the public, in premises or sites controlled by the academy;
- Ensure compliance with procedures is observed at all times under the provision of safe systems of work through a safe and healthy environment and including such information, training, instruction and supervision as necessary to accomplish those goals.

### **Data Protection**

- To ensure compliance with the Data Protection Act (2018) and the Freedom of Information Act (2000)

### **Additional Information**

REAch2 and St Mark's Church of England Primary Academy are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. This post is subject to an Enhanced DBS with a Children's Barred List Check and two satisfactory references.

The duties outlined in the Job Description may be varied to meet the changing demands of the school at the reasonable direction of the Trust. This job description does not form part of the contract of employment.

## Person Specification

### Headteacher

	Essential	Desirable
Right to work in the UK	*	
<b>Knowledge/Qualifications and experience</b>		
Graduate with Qualified Teacher Status	*	
NPQH (or equivalent) achieved or underway		*
Evidence of further qualifications		*
Significant experience at HT/HoS level		*
Understanding of leading an academy	*	
Experience of leading an academy		*
Understanding of the challenges of leading a small school	*	
Experience of developing a differentiated and creative curriculum to pupils with a diverse range of social, emotional, cultural, intellectual and physical needs	*	
Ability to use a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance	*	
Ability to engage the school community in the systematic and rigorous self-evaluation of the work of the school	*	
Evidence of recent professional development that prepares for this post	*	
Experience of monitoring and improving the quality of teaching and learning	*	
Experience of having led, or made a significant contribution to, the success of a school, through its leadership, pupil outcomes and ethos	*	
Experience of supporting staff to optimise attainment and progress of pupils	*	
Evidence of an ability to plan strategically, build and communicate a coherent vision in a range of compelling ways	*	
Extensive experience of working with children with significant barriers to learning		*
Knowledge of legislation relating to managing a school including Equalities legislation	*	
<b>Skills, abilities and personal attributes</b>		
Proven ability to inspire, lead and participate actively in building and sustaining a	*	

learning community and network with others within and beyond the school		
Understanding and ability to communicate and successfully implement strategies across all aspects of the school including accountability, learning, curriculum, administration and communication	*	
Proven ability to deliver a collective vision and shared purpose,	*	
Outstanding teaching	*	
Experience of effectively managing the impact of change on organisations and individuals	*	
The ability to deliver effective strategic financial planning, financial management including budgetary control and value for money	*	
An understanding of and competent use of ICT including emerging technologies to aid and promote the quality of teaching, learning and administration	*	
Excellent organisational skills	*	
Well-developed interpersonal and communication skills and ability to use new and emerging technologies to secure impact	*	
Clear understanding of the ethos and strategies required to establish consistently high standards in outcomes, progress, attitudes and behaviour	*	
Able to meet national standards for Headteachers	*	
Demonstrate a personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people and raising standards	*	
Demonstrate personal and professional integrity, including modelling values and vision	*	
Evidence of a commitment to safeguarding and promoting the welfare of children and young people	*	
Commitment to promote and support the aims of REAch2	*	
<b>Faith</b>		
A person of Christian faith, passionate about applying the Christian faith to the mission and ethos of the school.	*	
Deep empathy and understanding of the Church of England and commitment to maintain strong links with the Parish Church.		*
Sensitive to those of other faiths, no faith and respect for the views of all.	*	
Supportive to the inclusive character of the parish church and the school.	*	