

Person Specification

Knowle CE Primary Academy, Knowle,
Solihull, B93 0JE



This school has a responsibility for, and is committed to, safeguarding, and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

This school is committed to equal opportunities and expects all staff and volunteers to recognise and value differences.

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| Post Title | Principal | Post No | |
| Directorate | Education | | |
| Division | Schools – Knowle C E Primary Academy, Knowle | | |
| Salary Band/Range | L 18 - L 24 £67351 - £77237 | | |
| Responsible to: | The Governing Body of Knowle CE Primary Academy | | |

| | Essential Criteria | Desirable Criteria | Measured By |
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| Education & Qualifications | Qualified teacher status Evidence of further professional development Working towards NPQH Evidence of the ability to successfully acquire and apply new skills and knowledge in a professional context | NPQH | Qualifications Certificates Interview |

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| Skills & Abilities | Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve. | | Application Interview |
| | Ability to communicate a vision and inspire others using effective communication and interpersonal skills | | Application Interview |
| | Ability to build a sense of team and develop effective working relationships with the whole Academy community | | Application Interview |
| | Data analysis skills and the ability to use data, benchmarking, and feedback to effectively monitor and evaluate the quality of teaching and the progress of pupils. To identify trends to set targets and identify weaknesses. | | Application Interview |

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| | Understanding of school finances and financial management | Evidence of working with the Finance Team | Application Interview |
| | A sound knowledge of major curriculum issues and current legislative changes and technological developments | | Application Interview |
| | Evidence of ability to build, communicate and implement a shared vision and strategic plan | | Application Interview |
| | Committed to inclusion to create a culture where all pupils are engaged in learning | | Application Interview |
| | Evidence of the ability to lead on Collective Worship | | Application Interview |

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| Experience & Knowledge | Recent and substantial experience in post as a Head or Deputy within the three Primary Key Stages | Experience in more than one of the Key Stages | Application Interview |
| | A record of successful teaching and curriculum experience | Experience of developing a creative and innovative curriculum | Application Interview |
| | Experienced in the management of personnel and business/financial management at a senior level | Experience of and involvement in the recruitment process | Application Interview |
| | Knowledge of current educational developments and their implications | | Application Interview |
| | Knowledge of the self-evaluation process and involvement in School improvement planning at a senior level | | Application Interview |
| | Knowledge of the Ofsted and SIAMs framework and recent changes | Involved with Ofsted and SIAMs training | Application Interview |
| | Knowledge of principles and practice of EYFS, KS1 and KS2 | Can demonstrate a thorough knowledge of the importance of Early Reading | Application Interview |
| | Experience in promoting the welfare and safeguarding of all children and staff to ensure they feel safe and included | Experience in the role as DSL | Application Interview |
| | Evidence of promoting, implementing, and monitoring equal opportunities across all aspects of the school | Can evidence celebrating diversity and promoting social inclusion | Application Interview |
| | Experience of supporting children with SEND and supporting the teams and families around them | | Application Interview |

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| | Experience of Governance | Attended and participated in discussions in Governing Body meetings | Application Interview |
| | Experience of initiating, implementing and evaluating change and development | | Application Interview |
| Other Attributes | A commitment to promoting and supporting the Christian ethos of the Academy, having a passion for learning and leadership, which welcomes, values and nurtures all children regardless of background, faith or no faith | A commitment to their own personal Christian faith | Application Interview |
| | A willingness to working with the Diocesan Board of Education | | Application Interview |
| | A firm, fair and consistent approach to pupils and staff | | Application Interview |
| | A visible presence around the Academy, interacting with pupils, staff, parents and the wider community | | Application Interview |
| | Demonstrate commitment, integrity and emotional intelligence, taking account of the well-being of children and staff | | Application Interview |
| | Be adaptable to changing circumstances and maintain a willingness to listen others | | Application Interview |
| | A commitment to providing a learning environment which is engaging and fulfilling | | Application Interview |
| | Be organised, forward thinking and an effective communicator to all parties within the Academy family | | Application Interview |
| | The ability to recognise, value and utilise the experience and skills within the Governing body | | Application Interview |

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| Core Behaviours | Excellence - With enthusiasm, you work to deliver a high-quality service to meet the Academy's organisational and personal expectations. You adopt a 'can do' attitude in all the work you deliver, ensuring it meets the needs of current and potential pupils, staff and wider communities. | Interview |
| | Simplicity - You actively seek ways to prevent over-complication or confusion, by adopting the most simplified approach to work. You communicate clearly and concisely, ensuring that the message is understood by all. | Interview |

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| | Trust and Respect -You are aware of your impact on others including confidentiality. You value openness and listen carefully to understand the views of others. You promote the values of diversity and actively work to minimise any harm caused to others in order to foster an environment of mutual trust and respect. | Interview |
| | Working Together - You work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise and solutions from relevant partners and/or the communities we serve. | Interview |
| | Responsibility - You take ownership for your work, and you use your initiative to deliver. You are accountable for your own performance and development, and you take responsibility for your actions and decisions. | Interview |
| | Leadership - Your leadership is demonstrated by delivering outcomes and inspiring your team and individuals to improve and develop within an environment that enables individuals to achieve their potential. | Interview |

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| Compiled/Reviewed by | The Governing Body of Knowle CE Primary Academy |
| Date | January 2023 |