

**Headteacher Person Specification**

**Combe Down Church of England Primary School**

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|  | **Essential** | **Desirable** |
| **Qualifications and Professional Development** | * Qualified Teacher Status supported by a degree or relevant qualification
* Significant leadership experience in the primary sector i.e. current Headship, Deputy Headship or equivalent
* Record of outstanding classroom teaching within the primary age range
* Commitment to own professional development
* Robust knowledge and understanding of recent developments and legislative changes in education
 | * Relevant professional qualifications e.g. NPQH
* Understanding of leadership and management of a school within a multi-academy trust
* Experience of teaching across the full primary age range
* Experience of leadership positions in more than one setting
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| **Strategic direction and shaping the future** | * An inspirational leader who can articulate a strategic vision of excellence
* An understanding of distributed leadership and the need to nurture and invest in others
* Ability to prioritise strategic new initiatives so they can be delivered effectively
* Understanding of the intrinsic link between assessment and effective classroom practice
* A proven ability to deliver a differentiated curriculum to pupils with a diverse range of needs
* A creative practitioner with the knowledge and experience of developing a curriculum to educate the whole child
* Committed to maintaining and developing the special nature of our school
* Fully understands and supports the Christian ethos and its role within the school curriculum
* Able to work with staff and governors in setting, monitoring and achieving challenging goals and targets
* Ability to play a key role in school improvement, leadership and delivery across the Palladian Academy Trust
 | * Experience in the effective engagement of school governors and the wider community, encouraging others to do the same
* Experience of delivering an appraisal system linked to an effective approach to staff development
* Evidence of successfully implementing strategies for planning, monitoring and evaluating school improvement
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| **Managing the organisation** | * A clear communicator at all levels who is able to build and maintain effective teams.
* Seeks and respects the views of all stakeholders
* Encourages and values creativity
* Understands how to promote the spiritual, social, moral and cultural development of pupils
* Committed to inclusive practice and equal opportunities
* Able to interrogate performance data and plan strategically in response to this
 | * Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils
* Good understanding of school ICT systems
* An understanding of the use of emerging technologies to support and develop approaches to teaching and learning
* Experience of setting a budget, and meeting operational needs within this
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| **Personal Qualities & Relationships** | * Passionate about teaching and learning and able to lead by example.
* Emotionally resilient and literate
* Committed to delivering an outstanding and creative curriculum
* Welcoming and approachable to staff, children, families and the wider community
* Has the enthusiasm and vision to work with our core Christian values, working in partnership with the local church.
* Able to demonstrate a reassuring presence - optimistic and positive even when under pressure
* Able to take difficult decisions when the occasion demands and communicate outcomes clearly and compassionately.
* Willing and able to build effective working relationships with other local schools in the Trust to improve pupil outcomes for all
 | * Committed to the Christian faith as a member of a mainstream Christian church (i.e. one that is a member of Churches Together in Britain and Ireland)
* Effective management of own and others’ workload, so that all can achieve an appropriate work-life balance
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| **Safeguarding** | * Demonstrates a commitment to safeguarding and the welfare of children and young people
* Able to form and maintain appropriate relationships and personal boundaries
* Demonstrates knowledge and experience of safeguarding procedures and collaborative engagement with relevant safeguarding agencies.
* Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of children and young people
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