



## Headteacher Person Specification

Criteria	Qualities	Essential / Desirable
<b>Qualifications and training</b>	• Qualified teacher status (QTS)	E
	• First degree or equivalent	E
	• National professional qualification for headship (NPQH) or equivalent	D
	• Other relevant training that prepares the applicant for this post	E
<b>Experience</b>	• Successful leadership and management experience in a school, including the leadership of change	E
	• Demonstrable experience of successful line management and staff development, including challenging underperformance	E
	• Involvement in school self-evaluation and planning for improvement	E
	• Effective use of data to support planning for pupils and groups of children	E
	• Record of successful class teaching with substantial teaching experience	E

	<ul style="list-style-type: none"> <li>• Experience of working effectively with key finance personnel and school governors to manage finance and provide value for money</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Be able to demonstrate their commitment to growing leadership throughout the school</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Experience of working in a multicultural setting leading to a deep understanding of the needs of the local community</li> </ul>	D
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Ability to formulate a clear strategic vision for school improvement and translate this into strategic objectives, longer term plans and specific outcomes</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Ability to articulate a vision that promotes the spiritual, moral and cultural development of all pupils</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Maintain steadfast principles, demonstrating professionalism and integrity</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Able to initiate and manage change and improvement in pursuit of higher standards</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Knowledge of the curriculum across the Primary age range including Early Years, Key Stage 1 and Key Stage 2</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Understanding how effective data analysis is used to monitor pupil progress, set targets and inform future planning for individuals and groups of children</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Understanding of school finances and financial management</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Ability to build positive working relationships, based on effective communication and interpersonal skills</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Able to monitor performance to ensure high standards and the development of professional practice among school staff</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Understand the complexities of working in a city school with a diverse community</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Have a knowledge and understanding of our children, their families and our school's local area, including the needs of children and families across the school</li> </ul>	D
	<ul style="list-style-type: none"> <li>• Knowledge of current legal requirements, including health and safety, national policies and guidance on the safeguarding and promotion of the wellbeing of children</li> </ul>	E
<ul style="list-style-type: none"> <li>• Be aware of the processes for supporting staff, including those who are underperforming</li> </ul>	E	
<ul style="list-style-type: none"> <li>• Have a clear understanding of Church of England education and the vision and ability to lead and develop the Christian Life of the school</li> </ul>	E	

<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Create a strong, positive personal impact, conveying authority and confidence, that encourages others to aspire to excel</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Lead with integrity, engendering trust and respect among and between stakeholders</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Inclusive and empathetic of all children, staff and members of the school community, demonstrating a caring and compassionate ethos</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Demonstrate openness, honesty and having the 'courage of your convictions'</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Commitment to the safeguarding of all pupils, staff and stakeholders</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Drive to provide equality of opportunity to all</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Be approachable and friendly to all stakeholders, demonstrating a willingness to listen and value contributions from all stakeholders</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Strength of character to challenge underperformance and behaviour where necessary in any stakeholders, and to follow through on issues which arise</li> </ul>	E
	<ul style="list-style-type: none"> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Ability to work under pressure and prioritise effectively</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Be able to work collaboratively with the Senior Team to deliver strategic priorities</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Have understanding and compassion towards all staff regarding mental health and wellbeing</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Be proactive in promoting a good connection with the local community</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Develop a strong relationship, supporting work with the Governing body, the local authority and the Diocese</li> </ul>	E
<b>Christian values</b>	<ul style="list-style-type: none"> <li>• Promote the Christian values of the school by modelling them in their character and behaviour</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Have the vision and ability to lead and develop the Christian life of the school</li> </ul>	E
	<ul style="list-style-type: none"> <li>• Actively encourage respect of other religions, cultures and traditions</li> </ul>	E