

St. Andrew's Church of England Primary School

Headteacher – Person Specification

	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Commitment to continuing professional development 	<ul style="list-style-type: none"> • Postgraduate level qualification • Hold NPQH 	<ul style="list-style-type: none"> • Application Form
Experience	<ul style="list-style-type: none"> • Substantial and successful teaching experience at an outstanding level • Experience of Deputy Headship in at least one school 	<ul style="list-style-type: none"> • Successful leadership of one or more primary schools • Experience of teaching in more than one school • Experience of teaching in more than one Key Stage • Experience of teaching in a church school 	<ul style="list-style-type: none"> • Application Form
Christian Ethos	<ul style="list-style-type: none"> • Commitment to the development of Christian Character • Commitment to the development of the school as a church school • Commitment to lead acts of worship • Understanding of the role of the school in the parish 	<ul style="list-style-type: none"> • Experience in leading acts of worship 	<ul style="list-style-type: none"> • Supporting Statement • Interview • References
Professional Development	<ul style="list-style-type: none"> • Evidence of recent and relevant continuing professional development relating to school leadership and management and curriculum / teaching and learning • A willingness to continue own professional development • Experience of leading or co-ordinating continuing professional development opportunities for others • Ability to identify own learning needs and to support others in identifying their learning needs 	<ul style="list-style-type: none"> • Experience of working with other schools / organisations / agencies • Experience of being a Deputy Designated Safeguarding Lead 	<ul style="list-style-type: none"> • Application Form • Interview
Strategic Leadership	<ul style="list-style-type: none"> • Ability to articulate and share a vision of effective primary education • Ability to enthuse, inspire and motivate all stakeholders in the school to achieve the aims of the school • Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement • Ability to analyse data, develop strategic plans with measurable outcomes, set targets and monitor / evaluate progress • Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and 	<ul style="list-style-type: none"> • Demonstrated experience of working and liaising with a school Governing Body to enable it to fulfil its responsibilities to the school 	<ul style="list-style-type: none"> • Supporting Statement • Interview

	the achievement of all children		
Teaching and Learning	<ul style="list-style-type: none"> • Understanding of the characteristics of an effective learning environment and the key elements of successful positive behaviour management • A secure understanding of effective assessment strategies and the use of assessment to inform the next stages of learning • Experience of effective monitoring and evaluation of teaching and learning • Secure knowledge of statutory requirements relating to the curriculum and assessment • Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all children • Sound understanding of the primary curriculum, including the Early Years Foundation Stage • Awareness of barriers to learning and a desire to wholeheartedly address them 		<ul style="list-style-type: none"> • Application Form • Supporting Statement • Interview
Leading and Managing Staff	<ul style="list-style-type: none"> • Experience of successfully working in and leading staff teams to secure high outcomes for pupils • Ability to delegate work and support colleagues in undertaking responsibilities • Experience of Performance Management and supporting the continuing professional development of colleagues • Ability to inspire, influence and develop excellent relationships with the school team, school stakeholders and the wider community • Successful involvement in staff recruitment / appointment / induction 		<ul style="list-style-type: none"> • Supporting Statement • Interview
Accountability	<ul style="list-style-type: none"> • Understanding of Ofsted and the criteria for the evaluation of a school • Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, children, parents, trust board, local governing body members, parishioners and clergy 	<ul style="list-style-type: none"> • Experience of a successful Ofsted inspection and its follow up. • Ability to design and implement effective whole school self-evaluation and improvement strategies 	<ul style="list-style-type: none"> • Supporting Statement • Interview
Skills, Qualities and Abilities	<ul style="list-style-type: none"> • High quality teaching skills • High expectations • Strong commitment to school improvement and raising achievement • Ability to build and maintain good relationships • Ability to remain positive and enthusiastic when working under pressure 		<ul style="list-style-type: none"> • Supporting Statement • Interview

	<ul style="list-style-type: none"> • Ability to organise work, prioritise tasks, make decisions and manage time effectively • Empathy with children and parents / carers • Good communication and interpersonal skills • Stamina and resilience • Confidence 		
Resource Management	<ul style="list-style-type: none"> • Awareness of how to set and manage a school budget • Understanding of how financial and resource management enables a school to achieve its educational priorities 		<ul style="list-style-type: none"> • Supporting Statement • Interview
References	<ul style="list-style-type: none"> • Positive recommendations in professional references without reservation 		<ul style="list-style-type: none"> • References

The Governing body are committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment.