**PERSON SPECIFICATION**

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| **Post title: Headteacher** | **School: Hugh Joicey Church of England VA First School** | **Assessed by:** |
| **Knowledge and Qualifications** | |
| **Essential** | **Desirable** |
| * Teaching Qualification recognised by the DfE * Recent, relevant CPD in current educational practice, including the leadership and management of teaching and learning * Knowledge or experience of the Statutory Inspection of Anglican and Methodist Schools (SIAMS) | * Graduate Status * National Professional Qualification for Headship | Application form  Letter of application |
| **Experience** | | **Assessed by:** |
| **Essential** | **Desirable** |
| * Successful and varied teaching experience in EYFS, KS1 and KS2 * Proven leadership and management experience * Experience in monitoring and evaluating the quality of teaching and learning * Demonstrate a good understanding of School Improvement and implementation * Partnership working with parents and the wider community including external agencies * A good understanding of the use of tracking, assessment, and data analysis as an effective tool to accelerate progress and raise achievement | * Leadership and management experience at Senior Leadership Team, Assistant, Deputy or Headteacher level * SEND Coordinator * Implementation of the appraisal process in schools * Teaching in more than one school * Strategic financial management of a school * Implementing outdoor learning * Developing an approach to the emotional well-being of children | Application form  Letter of application  Interview  Presentation  Assessed tasks |
| **Skills and competencies** | | **Assessed by:** |
| **Essential** | **Desirable** |
| * Develop and implement the school vision and values and promote inclusivity and diversity within the framework of British Values * Commitment to the Christian faith and a willingness to engage with the local Christian community * Initiate and manage change successfully * Motivate and inspire pupils, staff, parents , governors and the wider community * Communicate effectively to a range of audiences |  | Application form  Letter of application  Interview  Presentation  Assessed tasks |
| **Physical, mental and emotional demands** | | **Assessed by:** |
| **Essential** | **Desirable** |
| * Working under pressure and with competing priorities |  | Letter of application  Interview  Assessed tasks |
| **Other** | | **Assessed by:** |
| **Essential** | **Desirable** |
| * No adverse criminal record * Effective implementation of safeguarding legislation and develop a culture of safeguarding awareness, risk assessment and management |  | Application form  Letter of application  Interview |