**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 formLetter 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 formLetter of applicationInterviewPresentationAssessed 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 formLetter of applicationInterviewPresentationAssessed tasks |
| **Physical, mental and emotional demands** | **Assessed by:** |
| **Essential** | **Desirable** |
| * Working under pressure and with competing priorities
 |  | Letter of applicationInterviewAssessed 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 formLetter of applicationInterview |