HEAD TEACHER PERSON SPECIFICATION

St Mary's C of E Primary School

Evidence will be obtained through the application and interview process including written references. You should demonstrate your experience and skills using the personal statement section of the application form or in a covering letter.

	Essential	Desirable	Method of Assessment
Qualifications	• Qualified Teacher status	• Evidence of further study - this could be ongoing and/or Further Professional Qualifications • NPQH or CofENPQH qualification	• Application form • Selection Process • Certificates
Experience	• Successful substantive experience at Senior Management level within a primary school. • Experience of successful and cooperative working as a member of a team • Experience of the successful leadership of change • Experience of improving teaching and learning • Experience of promoting safeguarding procedures in a school • A range of leadership, management and teaching experience in more than one context • Teaching experience in more than one Key Stage		• Application form • Selection Process • References
Professional Development	• Have wide current knowledge and understanding of education and school systems locally and nationally • Research and development covering leadership, curriculum and management issues that have resulted in successful change and effective practice • Significant contribution and evidence of impact to the professional development of other colleagues in school • Experience of planning and managing professional development	•	• Application form • Selection Process • References
Skills/knowledge	• Ability to communicate effectively in a variety of situations	• Knowledge and understanding of administration and budget management processes	• Application form • Selection Process • References

	• Ability to account to stakeholders and hold others to account • Proven leadership skills • Ability to lead by example drawing on their own and others expertise, skills and knowledge • Ability to lead, manage and organise an effective curriculum • Ability to analyse and evaluate school self-evaluation processes including the use of external and internal data in order to accurately prioritise strategic leadership objectives • Ability to initiate and lead change by inspiring and influencing others • Evidence of being able to build and sustain effective relationships with staff, Academy Councillors, DNDLT colleagues, parents and the wider community • Detailed knowledge of the structure and content of the current primary curriculum and Early Years curriculum • Understanding and knowledge of current issues in education, including the current Ofsted Inspection Framework	• Understanding of the National Standards of excellence for Head Teachers (2020) • Knowledge or experience of the Statutory Inspection of Anglican and Methodist Schools (SIAMS)	
Personal Qualities	• Ability to uphold the school's distinctive Christian vision and associated values • A clear vision and understanding of the needs of all pupils in order to close gaps in achievement • A commitment to promoting high quality care guidance and support for pupils and parents • Commitment to working with other schools and organisations in order to secure excellent achievements for all pupils		• Application form • Selection Process • References