



PERSON SPECIFICATION

HEADTEACHER – PRIOR’S MILL C.E SCHOOL

	ESSENTIAL/ DESIRABLE	MEANS OF ASSESSMENT
Qualification and Training		
1. Qualified Teacher Status	<u>E</u>	Application
2. Honours Graduate or equivalent	<u>E</u>	
3. Has NPQH qualification	<u>D</u>	
4. Evidence of commitment to continuous training including recent leadership training e.g. LPSH or MA	<u>E</u>	
Experience		
5. Substantial experience as a member of a Leadership Group	<u>E</u>	Application and Interview
6. Experience across the appropriate age range	<u>E</u>	
7. Thorough knowledge of the National Curriculum	<u>E</u>	
School Culture		
8. Maintain & develop the school’s Christian vision and uphold the Christian distinctiveness of the school in partnership with those responsible for governance and through consultation with the school community	<u>E</u>	*Application
9. Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life	<u>E</u>	Application and interview
10. Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment	<u>E</u>	
11. Ensure a culture of high staff professionalism	<u>E</u>	
Teaching		
12. Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn	<u>E</u>	Application and interview
13. Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains	<u>E</u>	
14. Ensure effective use is made of formative assessment	<u>E</u>	
Curriculum and Assessment		
15. Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught	<u>E</u>	*Application

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16. Establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities	<u>E</u>	*Application
Behaviour		
17. Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils	<u>E</u>	Application and Interview
Additional and Special Educational Needs and Disabilities		
18. Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities	<u>E</u>	*Application
19. Ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate	<u>E</u>	Application and Interview
20. Ensure the school fulfils its statutory duties with regard to the SEND code of practice	<u>E</u>	
Professional Development		
21. Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs	<u>E</u>	*Application
Organisational Management		
22. Ensure the protection and safety of pupils and staff through effective approaches to safeguarding, as part of the duty of care	<u>E</u>	Application and interview
23. Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds	<u>E</u>	
Continuous School Improvement		
24. Develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context	<u>E</u>	Application and Interview
Working in Partnership		
25. Forge constructive relationships beyond the school, working in partnership with parents, carers, outside agencies and the local community	<u>E</u>	Application and Interview
Governance and Accountability		
26. Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility	<u>E</u>	Application and interview
27. Ensure that staff know and understand their professional responsibilities and are held to account	<u>E</u>	

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Safeguarding and Promoting the Welfare of Children and Young People		
28. Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline	<u>E</u>	Interview
29. Has current knowledge on recent national and local safeguarding developments	<u>E</u>	

Date: March 2022