## Person specification

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| **School:** | **St John’s CE Primary School, Shildon** |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| Application | * Fully completed application form outlining how you meet the person specification
 |  | Application form |
| Application  | * Well-structured supporting letter indicating evidence of impact in attainment and progress that has resulted in sustained improvement in pupil achievement (No more than 1000 words)
 |  | * Supporting Letter
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| Qualifications | * Qualified Teacher status
 | * National Professional Qualification for Headship
* Evidence of further study - this could be ongoing and/or Further Professional Qualifications
 | * Application form
* Selection Process
* Certificates
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| Experience | * Successful substantive experience at Senior Leadership level within a primary age range.
* 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
* Teaching experience in more than one Key Stage
* Experience of successfully adapting teaching to meet the needs of all pupils
 | * A range of leadership, management and teaching experience in more than one context
 | * Application form
* Selection Process
* References
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| 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 of others
* Experience of the performance management of staff
 | * Application form
* Selection Process
* References
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| Skills/knowledge | * Ability to communicate effectively in a variety of situations
* 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, pupils, Governors, 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 and SIAMs
* Ability to uphold the schools distinctive Christian vision and associated values
 | * Knowledge and understanding of administration and budget management processes
* Understanding of the Headteachers’ Standards 2020
* Experience and understanding of working in a CE School
* Experience of working with Governors
 | * Application form
* Selection Process
* References
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| Personal Qualities | * 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
* A commitment to staff wellbeing and management of workload
 |  | * Application form
* Selection Process
* References
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Any relevant issues arising from references will be taken up at interview.

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.