



St Andrew's CE (Aided) Primary School

Headteacher Person Specification

FAITH COMMITMENT	Essential	Desirable
A committed Christian who is an active member of the church he/she attends	Y	
Fully supportive of the school's Christian values and committed to developing links between the parish church and school	Y	
Has an understanding of the importance of collective worship and RE in a church school	Y	
A commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school	Y	
Has an understanding of how relationships should be fostered and developed between the school, local Church and its community and the Diocese	Y	
QUALIFICATIONS	Essential	Desirable
Honours degree		Y
Qualified Teacher Status (QTS)	Y	
Evidence of personal and professional development	Y	
EXPERIENCE	Essential	Desirable
Substantial and successful experience in a senior leadership role including curriculum development, monitoring and assessment - at least 3 years experience as a deputy or assistant headteacher, or a current headteacher	Y	

Successful implementation of strategies to improve teaching and learning to raise the standards of achievement for all pupils	Y	
Evidence of managing or making a substantial contribution to the effective management of change.		Y
Experience of working effectively and in partnership with Governors, parents and the wider community	Y	
Experience of developing further systems for school self-evaluation, effective monitoring and inspection.		Y
Experience of leading collective worship		Y
Experience of working with a wide ability range including Able, Talented and SEN pupils		Y
KNOWLEDGE	Essential	Desirable
Good knowledge and understanding of what constitutes an effective school and have the necessary skills of leadership and management to help create such a school	Y	
Knowledge of the statutory requirements and other relevant legislation relating to school leadership and management	Y	
Knowledge of statutory education frameworks, including governance	Y	
Knowledge of the statutory requirements and other relevant legislation relating to child protection procedures and safeguarding.	Y	
Knowledge of ways to build, communicate and implement a shared vision	Y	
Knowledge of strategic planning processes	Y	

Knowledge of new technologies, their use and impact including social media		Y
Knowledge of the work of other agencies and opportunities for collaboration		Y
Knowledge of inspection regimes applying to faith schools including OFSTED and SIAMS		Y
SKILLS & ABILITIES	Essential	Desirable
Ability to have a vision of the overall aims and direction of a successful school and be able to communicate these in order to inspire and motivate others	Y	
Ability to manage and monitor budgets and deploy human resources.	Y	
Ability to access and analyse relevant data and to use this information to set priorities and determine school action	Y	
Ability to work under pressure, determine priorities and meet deadlines, communicating effectively to all stakeholders	Y	
Ability to lead with optimism, continually building and developing positive relationships	Y	
Ability to help create and maintain a school that ensures the health and safety of staff and pupils and which presents a stimulating and attractive learning environment for pupils	Y	
The ability to relate positively to all stakeholders and inspire high quality teaching, learning and behaviour	Y	
Ability to evaluate, adapt to and implement new technologies where beneficial		Y

LEADING LEARNING & TEACHING	Essential	Desirable
In-depth knowledge of EYFS and Key Stages 1 & 2.	Y	
An outstanding classroom practitioner, who will lead by example and inspire staff to improve and develop.	Y	
A good understanding of what contributes to successful learning and the ability to promote the most effective teaching strategies to bring this about	Y	
Ability to acknowledge teaching excellence and challenge any underperformance across the school to improve the quality of learning	Y	
Ability to motivate and engage pupils to maximise learning opportunities and outcomes, ensuring equal opportunities for all	Y	
Knowledge of how assessment strategies and target-setting are used to inform learning in order to help all pupils make progress	Y	
Proven ability in raising achievement for all pupils including those with high prior attainment, rapid learners and those requiring SEND provision	Y	
Ability to secure excellent pastoral care, behaviour and good attendance for all	Y	
Evidence of developing and implementing strategies for school improvement, including data analysis, target setting and strategies for improving the quality of teaching and learning for all pupils		Y
Engaged in the use of performance appraisal, performance related pay and managing effective professional development	Y	
Understanding of effective financial management across all aspects of school life	Y	

MAINTAINING AND ENHANCING THE SCHOOL'S ETHOS	Essential	Desirable
Commitment to preserve and develop the distinctive Christian character and ethos of the school	Y	
Ability to share the future by building and articulating a shared vision and engaging people to secure a successful future	Y	
Commitment to participate in school and community activities		Y
Commitment to the creation of a climate of open communication where people feel able to express opinion and know their views will be respected	Y	
LEADERSHIP & COLLABORATION	Essential	Desirable
A genuine all-rounder, able to flex to the needs of the school, thinking creatively to find opportunities and solutions	Y	
An excellent communicator, diplomatic, confident and able to quickly build trust with all stakeholders	Y	
Ability to deal sensitively with people with very different and demanding expectations, demonstrating an ability to avert and resolve conflict	Y	
A highly visible presence and good role model who inspires confidence and trust, empowering and motivating all stakeholders	Y	
Committed to engaging with the local church and wider community to build partnerships, share resources, promote collective events and ensure advocacy for children and young people	Y	
MANAGING THE ORGANISATION	Essential	Desirable

Able to demonstrate an inspirational and supportive style of leadership	Y	
Plan, organise and exercise sound judgement and communicate and delegate effectively	Y	
An understanding of and commitment to the requirements of safeguarding children and an ability to maintain a culture of vigilance	Y	
A strategic decision maker with the ability to take a brave and courageous approach to initiating, implementing and monitoring policies and practices. Being able to pioneer new ways of thinking for the good of children		Y
SECURING ACCOUNTABILITY	Essential	Desirable
Committed to working with the Governing Body, LA and Diocese to enable it to meet its statutory responsibilities	Y	
Able to present an accurate and understandable account of the school's performance to stakeholders	Y	
Develop a school ethos underpinned by inclusive Christian values that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes	Y	
Demonstrate political insight and be aware of a range of school improvement strategies which accelerate progress for all children	Y	
SAFEGUARDING	Essential	Desirable
Commitment to safeguarding and promoting the welfare of children	Y	
Ability to maintain and develop a 'culture of vigilance' with regard to safeguarding and child protection	Y	

PERSONAL	Essential	Desirable
Ability to prioritise and manage time appropriately, being able to work under pressure and in changing circumstances	Y	
Is self-motivating and achieves appropriately challenging professional goals whilst effectively monitoring and reporting on their own wellbeing.	Y	
Demonstrates enthusiasm for, and commitment to, the role; along with reliability, integrity and a passion for education.	Y	