

**St Richards CE Primary School**

**Headteacher Person Specification**

*Please specifically address the asterisked (\*) criteria in your covering letter.*

Our school is a happy and welcoming Christian community. Our vision is to be a thriving and outstanding school where children and adults, working with the local community, have the opportunity to become the best they can be. Our values are expressed in the phrase ‘inspiring belief’:

**in ourselves** – through progression and fulfilment

**in each other** – through motivation and teamwork

**in the children** – through showing them their potential

**in the parents** – through building trust by results

**in God** – through whom we discover the worth of every person.

**Pre-requisite: Satisfactory enhanced DBS check and references.**

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| **Selection criteria** | **Essential (E) / Desirable (D)** |
| **Qualifications and Training:**  Qualified Teacher Status  National Professional Qualification of Headship (NPQH)  Further qualification in a related area e.g. MEd, MA | E  D  D |
| **Experience:**  Substantial and successful experience in a senior leadership role e.g. as a Headteacher, Interim Headteacher or Deputy/Assistant Headteacher.  Evidence of managing or making a substantial contribution to the effective management of change.  *\* Evidence of successful implementation of strategies to improve teaching and learning to raise the standards of achievement for all pupils.*  Evidence of leading on key initiatives linked to school development and improvement plan priorities.  Evidence of effective teaching, assessment and target setting.  Evidence of proven involvement with the development of school assessment procedures and of supporting staff in using such procedures.  *\* Evidence of successful improvement planning across all sectors of the school.*  Evidence of understanding of school finances, budget setting and financial management.  \* *Evidence of working with parents and the community as partners in learning.*  Evidence of working with pupils across the age range.  Experience of working in collaboration with other schools to realise improvement and raise standards.  Knowledge and understanding of the expectations of the Ofsted Framework.  Experience of Designated Safeguarding Lead.  Knowledge and understanding of SEN, Child Protection and safeguarding procedures.  Experience of working effectively and in partnership with Governors.  Experience of leading an academy within a multi/local academy trust.  Experience of membership of developing and developing CPD or research within a teaching school alliance.  Experience of working in a culturally diverse setting.  Experience of working with SEND children. | E  E  E  E  E  E  E  E  E  E  E  E  D  E  D  D  D  D  E |

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| **Leadership and managing staff**  Demonstrable evidence of:  *\* Ability to lead a team in order to ensure that all targets in planning, assessment and monitoring are met and hold people to account where it falls short.*  Build upon current good practice by supporting and developing effective teamwork across the whole school community.  Initiate and manage change and improvement in pursuit of higher standards and strategic objectives.  *\* Prioritise, plan and organise their own work; direct, coordinate and provide professional direction to the work of others.*  Delegate tasks and responsibilities as appropriate. Empower others to carry vision forward.  Provide an inspiring role model for pupils and staff, creating an environment where all can thrive.  \* *Manage and motivate staff, in a supportive working environment, to achieve the highest standards in all aspects of school life within the resources available.*  Ability to manage IT in relation to its effective use in the curriculum.  The ability to communicate effectively both orally and in writing. | E  E  E  E  E  E  E  E  E |
| **Personal skills and qualities**  Able to establish and develop good relationships with all in the school community.  Lead, encourage and motivate staff.  Commitment to the Christian ethos of the school and to its traditions of worship and pastoral care.  Commitment to working in close partnership with the school’s linked local church and the London Diocese to promote the Christian ethos of the School.  A practising Christian.  Ability to remain calm and positive when working under pressure and/or in challenging circumstances.  Willingness to be self reflective and take full responsibility for own professional development.  Be positive, approachable and well organised.  Create a strong, positive personal impact, conveying authority, confidence, approachability, warmth and humour.  Demonstrate highly developed interpersonal skills – able to talk effectively to children, parents, governors, external professionals and colleagues.  Able to inspire trust and confidence within the staff team.  Willingness to go the extra mile. | E  E  E  E  D  E  E  E  E  E  E  E |