



LEIGH ST MARY'S CHURCH OF ENGLAND PRIMARY SCHOOL

HEADTEACHER PERSON SPECIFICATION

Faith Commitment <i>To be able to demonstrate their knowledge and understanding of the following in the context of a Church of England school.</i>	Essential or Desirable	Source
A full and active member of a church in membership of Churches Together in England (a faith reference will be required)	Desirable	A, I, R
A person prepared to promote the ethos and values of a Church of England School	Essential	A, I, R
Leading school worship	Essential	A, I, R
Ways of developing religious education and worship	Essential	A, I, R
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.	Essential	A, I, R

Qualifications and Continuing Professional Development	Essential or Desirable	Evidence Source
Recognised degree or equivalent	Essential	A
Qualified Teacher Status	Essential	A
Hold NPQH or the Church of England Professional Qualification for Headship or a commitment to undertake this	Desirable	A
Have successfully undertaken safer recruitment training or has a commitment to do so prior to taking up the post	Essential	A
A recent and appropriate track record of professional development relating to school leadership	Essential	A
A track record of collaborative working with other schools	Desirable	A, I

Experience	Essential or Desirable	Evidence Source
Successful experience of teaching and leadership across the Primary stage	Essential	A, I,
Experience of being a member of the Senior Leadership Team in a primary school	Essential	A, R
Proven track record in raising educational standards for all pupils in the primary age range.	Essential	A, I, R
Experience of strategic financial planning, budgeting, and resource management	Desirable	A, I,
Commitment to fostering and developing the relationships between the school, parents, local and wider community.	Essential	A, I,
Proven experience of implementing effective school self-evaluation and school improvement	Essential	A, I,
A commitment to effective continuous professional development for all	Essential	A, I,

Ability to exemplify how the needs of all groups have been met through high-quality teaching (e.g., SEN, EAL, Most Able, PP, FSM, gender)	Essential	A, I
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Knowledge and Skills	Essential or Desirable	Evidence Source
Able to articulate and share an ambitious strategic vision that gains ownership throughout the school	Essential	A, I,
Knowledge and understanding of current education issues, regional and national developments, and best practice in education	Essential	A, I,
Ability to evaluate the standards of teaching and learning in school to raise standards	Essential	A, I, R
Ability to work successfully with the staff and Governing Board	Essential	A, I,
Ability to strategically lead, promote and demonstrate good communication systems to a range of audiences at all levels	Essential	A, I, R
Experience of and a commitment to sustaining a safe, secure, and healthy environment, and to promoting diversity and equal opportunities	Essential	A, I, R

Personal Skills and Attributes	Essential or Desirable	Evidence Source
Reflective practitioner able to promote educational philosophy and values and to respond to and shape the creative energies of the leadership team and others to achieve high goals, whilst remaining resolutely committed to the need of ensuring a healthy work life balance and the emotional health and wellbeing of all within the school community	Essential	A, I,
Ability to plan prioritise and organise themselves and others with an awareness of their own strengths and areas for development and a willingness to listen to and reflect constructively on feedback from others	Essential	A, I,
Build and maintain quality relationships in school through interpersonal skills and effective communication with the whole school community	Essential	A, I,
Ability to apply analytical, creative, and flexible solutions in response to the changing demands in school	Essential	A, I,
Be a positive role model demonstrating personal enthusiasm and a high degree of personal integrity, including modelling values and vision, inspiring trust and confidence across the school and community with a commitment aimed at making a difference to children, young people and staff	Essential	A, I,
Astute with political acumen and good judgement; able to reach and justify difficult decisions and manage and resolve conflict	Essential	A, I,

Application Form and Supporting Statement

The form must be fully completed and legible. A supporting letter, of no more than three sides of A4 paper, font size 12, should clearly and concisely demonstrate how your experience relates to the person specification.

Confidential References and Reports

Written references, including a faith reference (if appropriate – see statement of faith commitment above), will be requested to confirm experiences, professional and personal knowledge, skills and abilities. Proof of qualifications will be required at interview.