

Heckington St Andrew's Church of England Primary School

**Person Specification – Head Teacher**

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criterion through reference to your work or relevant experience and assessed by evidence from application form, formal interview and the references.

<b>Essential</b>	<b>Desirable</b>
<b>Qualifications and Experience</b>	
Qualified Teacher Status (QTS)	Experience of working with church schools
Significant and successful current senior leadership experience within a primary school	Experience across the whole primary provision including the Foundation Stage
Evidence of proactively pursuing continued professional development and being a lifelong learner	NPQH
<b>Safeguarding Children</b>	
Current safeguarding training	Current safer recruitment training
Enhanced DBS clearance	
Ability to demonstrate commitment to safeguarding and promoting the welfare of children	
Evidence of actively maintaining a safe and well-ordered school environment	
<b>Qualities of Knowledge</b>	
A person who understands the distinctive nature of a Church School A commitment to embrace the Christian ethos and continue to embed the Church school values	A person who will play a key part in the spiritual development of the school and wider community
An excellent understanding of the primary curriculum across all Key Stages including the Foundation Stage	Clear understanding of the SEN Code of Practice and proven experience of supporting children in overcoming barriers to learning
Ability to articulate a clear vision of how to take the school forward, building upon existing strengths and taking all members of the school community with them	Knowledge and commitment to immersive and project-based learning
To lead by example with integrity, inspiration, resilience and creativity; drawing on their own experience and skills of staff and governors	Abreast of the latest educational developments and research (nationally and internationally)
Able to manage own workload and that of others to allow an appropriate work/life balance with the support of the senior leadership team and Governors	
Ability to continue and further develop the wider curriculum to nurture the "whole child"	A knowledge and understanding of transactional analysis
Ability to provide constructive feedback to staff and children that promotes next step development whilst recognising achievement	

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<b>Pupils and Staff</b>	
Evidence of creating an environment which enables the personal, social and emotional development of each child in order to optimise learning potential	
Demonstrates the ability to be inspiring and motivating	
Evidence of identifying and developing emerging talent and leadership ability	
Values mutual support and respect, fostering strong working relationships and nurturing a whole team ethos	
<b>Systems and Processes</b>	
Evidence of understanding the impact of budgets, resources and financial planning on school sustainability	Experience of financial management
Ability to build a positive relationship with all members of the school community and offer guidance and hope through periods of change	
<b>The Self-Improving System</b>	
A commitment to proactively foster parental engagement	
Able to maintain and develop opportunities for partnerships with parents, other schools, local churches and other community groups	Involvement in cluster and peer to peer working. Experience of school engagement with the local community
Ability to maintain and build on existing international links and relationships	
Evidence of encouraging the personal and professional development of all staff	
Knowledge and understanding of the most recent OFSTED and Church School framework	Experience of an OFSTED and Church School inspection at leadership level
Welcomes support and challenge from the Governing Body and actively supports the governors to deliver their functions effectively	
Experience of an OFSTED inspection at leadership level	
<b>Personal Attributes</b>	
A commitment to uphold and promote the school's Christian ethos and life	Evidence of church and community involvement
Reflective - able to build on the firm existing base, valuing work already done	
Be approachable and accessible	
Good understanding of IT. Be an excellent communicator and have strong interpersonal skills (written, verbal and aural) and resilience to engage the whole school community	