CHARLESWORTH VOLUNTARY CONTROLLED PRIMARY SCHOOL

HEADTEACHER

Person Specification

Measurements: A = Application I = Interview R = Reference	
Qualifications	
• DfE recognised Qualified Teacher Status/Qualified Teacher Learning and Skills (QTLS) status and registered with the Institute for Learning (IFL)	A
• Appropriate leadership and management training, accreditation or qualification, (which may include NPQH) are considered desirable	A, I
Experience	
• A proven track record of successful leadership	A, I, R
• Successful experience of strategies to improve teaching and learning to raise the standards of achievement for all pupils	I, R
• Working with and engaging the involvement of external partners and the local community	A, I
• Successful teaching of pupils in the primary/KS1/KS2 phase	A, R
• Planning, determining and organising major curriculum areas	A, I
Knowledge and understanding of current issues and best practice including:	
• Commitment to safeguarding and promoting the welfare of children	A, I
• What constitutes an excellent school	I
• The process of strategic planning and school self-evaluation	A, I
• Ways to communicate and translate a shared vision into practice	A, I
• Excellent people management	I
• Application of new technologies to teaching, learning and management	I
• Comparative data and performance indicators, to establish benchmarks and set targets for improvements	I
• National policy framework and current educational legislation and initiatives	A, I
• Principles of effective teaching and assessment for learning	I
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Knowledge and Understanding of current issues and best practice including:	
• Roles and responsibilities of Governing Body, LA, the Church Foundation and of the requirements for accountability	I
• Ability to implement SIAMS and Ofsted standards to ensure good ratings	I
• School budget management and financial responsibilities	I
• Strategies for fostering school improvement, including attendance and behaviour for learning	I
• Equal opportunities and commitment to diversity and inclusion	I
• Legal issues relating to school management	I
• Issues particular to a small school, e.g. recognising and overcoming the challenges of being a Teaching Head Teacher.	A, I

Personal and Professional Qualities	
• Strong personal motivation and drive	I,R
• Fully committed to promoting the school's Christian values and ethos	I
• The ability to inspire and motivate staff, pupils and the wider community and engage their active commitment to your vision	I,R
• Commitment to ensuring inclusion and diversity	A,I
• Commitment to own personal and professional development and that of all staff	A,I
• High order analytical and problem-solving skills and the ability to make informed judgements	I
• Excellent communication skills in a variety of media to all key stakeholders	A,I
• Maintain and build the school's positive reputation at the heart of the local community	I
• Has an understanding of how relationships should be fostered and developed between the school, local Church and its community and the Diocese	I
• The ability to engage parents and carers in supporting children's learning	I,R
• The ability to fill the role of lead professional in classroom practice	R
• Commitment to an open, collaborative style of management	I
• Evidence of collaborative working and networking with others within and beyond the School to build and sustain a learning community	A,I
• The ability to understand and appreciate the school's current strengths and the ways in which these might be further developed	I
• The ability to form and maintain appropriate relationships and personal boundaries with young people	I,R