

**ST PETER'S CE PRIMARY SCHOOL
NEWTON LE WILLOWS**



HEADTEACHER PERSON SPECIFICATION

Faith Commitment and Values	Essential or Desirable	Evidence Source
Active member of a church in membership of Churches Together in England or one which at a local level works closely with an Anglican church in this diocese <i>This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school</i>	Essential	A, I, R
A commitment to continue the development of the Christian character of the school, its pupils and staff	Essential	A, I, R
Experience of leading school worship	Essential	A, I,
A commitment to the continuing development of religious education and worship	Essential	A, I,
A commitment to the spiritual development of all in the school community	Essential	A, I,

Qualifications and Continuing Professional Development	Essential or Desirable	Evidence Source
Recognised degree or equivalent	Essential	A
Qualified Teacher Status	Essential	A
Hold NPQH or a similar qualification or be a serving head teacher	Desirable	A
A recent and appropriate track record of professional development relating to school leadership	Essential	A

Experience	Essential or Desirable	Evidence Source
Successful experience of teaching and leadership in a church school	Desirable	A, I,
Experience of being a member of the Senior Leadership Team in a primary school	Essential	A, I, R
Proven track record in raising educational standards for all pupils in EYFS, KS1 and KS2	Essential	A, I,R
Experience of teaching in more than one school	Desirable	A I
Understanding of strategic financial planning, budgeting and resource management	Essential	A, I,
Commitment to fostering and developing the relationships between the school, local church and its community and the Diocese	Essential	A, I
Proven experience of implementing effective school self-evaluation and school improvement	Essential	A, I

Demonstrable experience of motivating, training and developing staff	Essential	A, I
Ability to exemplify how the needs of all groups have been met through high-quality teaching (e.g. SEND, EAL, Most Able, PP, FSM, gender)	Essential	A, I

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
Experience of evaluating the standards of teaching and learning in school to raise standards	Essential	A, I, R
Experience in working successfully with a Governing Body	Essential	A, I
Experience of strategic leadership	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
Inspirational - able to inspire high expectations throughout the school community, leading by example	Essential	A, I
Outward-looking - a natural networker keen to seek out best practice or new ideas	Essential	A, I
Approachable calm and empathetic - with the ability to be firm and robust when needed	Essential	A, I, R
A lifelong learner - with a commitment to continuous professional development for all	Essential	A, I
A problem solver - able to find resourceful and inventive solutions to problems	Desirable	A, I
A risk taker - willing to try new things when there is a good rationale for doing so	Desirable	A, I
Curious - with an interest in educational research/best practice and experience applying this in a school setting	Desirable	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 demonstrates how your experience relates to the person specification. Please refer to school improvements that you have led and the impact that they have had.

Positive recommendation from two referees, including current employer	Essential
Positive and supportive faith reference	Essential

Confidential References and Reports