



Person Specification

The applicant will be required to safeguard and promote the welfare of children and young people.

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

[A] Faith Commitment

To be able to demonstrate their knowledge and understanding of the following in the context of a Church of England school.

	Essential	Desirable	Source Application Interview Reference
A person prepared to promote the ethos and values of a Church of England school.	E		AIR
A Practising Christian		D	AIR
Provide leadership in Collective Worship that reflects the Christian identity of the school	E		AIR
Ways of developing religious education and worship compatible with the school inspection framework	E		AIR
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.	E		AIR

[B] Qualifications requirements

Qualified teacher status	E		A
Evidence of Continuing Professional Development relating to school leadership and curriculum development	E		A
NPQH or other leadership qualification (or willingness to work towards)	E		AI
Christian Leadership qualification and/or experience		D	AIR
SENDCo Qualification		D	A
DSL Safeguarding Qualification	E		A





[C] Experience: Recent and successful experience of:

Leadership in a primary school including staff management	E		AIR
Teaching at primary school Leading curriculum development Tracking pupil progress, planning appropriate interventions and monitoring the impact of actions taken	E		AIR
Having a significant positive impact on outcomes and progress for pupils, regardless of their individual, special or additional needs	E		AIR
Positive behaviour management	E		AIR
Working in the church school sector		D	AIR
Teaching in more than one key stage		D	AIR
Working with school stakeholders, enhancing relationships, creating a hospitable community	E		AIR
Working with external agencies for the wellbeing of pupils and their families		D	AIR
Managing a delegated budget in line with the school's Ethos		D	AIR

[D] Wisdom: Demonstrate wisdom through understanding of:

Safeguarding and Child Protection guidance	E		
The distinctive Christian character of a Church of England school as expressed through its vision, values and ethos	E		AIR
Issues relating to the leadership and management of a church school in a multicultural setting	E		AIR
Principles for the development of effective teaching and learning to reflect the needs and worth of every pupil	E		AI





Strategies to develop partnership with families, and relationships with church and the local community	E		AIR
The range of data available for the evaluation and improvement of school performance and how to share this in an accessible way with staff, governors and families	E		AIR
The legislative framework for a VA school, including governance, curriculum and inspection frameworks and the requirements for statutory assessment	E		AIR
Strategic financial planning		D	AIR

[E] Professional Attributes

Demonstrate an understanding, awareness and empathy for the needs of the pupils at St Andrew's CE Primary School and how these could be met.	E		AIR
Excellent written and verbal communication skills.	E		AIR
To be a leader of teaching and learning, demonstrating, promoting, modelling and encouraging outstanding classroom practice.	E		AIR
Foster good teamwork through promoting a sense of community.	E		AIR
Manage own workload and that of others to allow a positive work-life balance	E		AIR
Demonstrate a good commitment to sustained attendance at school	E		AIR

