

Woodchurch CE Primary School Headteacher Person Specification

School Vision:

“If you have faith as small as a mustard seed... nothing will be impossible for you.”

Matthew 17:20

Respect Joy Friendship Forgiveness Community Service

Our vision and values are at the core of everything we do. They underpin our teaching and learning, and provide an environment which prepares our pupils to be confident, happy citizens.

	Criteria	Essential/ Desirable
	Personal Qualities	
1	Fully supportive of, and able to articulate the Church of England’s Vision for Education	E
2	A calm and resilient figure who can manage their time well and lead by example, but who is also willing to seek and take advice	E
3	A practising and worshipping member of a church affiliated to Churches Together in Britain and Ireland.	D
	Qualifications	
4	Qualified Teacher Status	E
5	Evidence of regular and appropriate professional development	E
6	Achieved or working toward NPQH or other further professional qualification	D
	Experience	
7	Successful experience of school leadership within the primary age range	E
8	Evidence of developing and implementing strategies for school improvement, including data analysis, target setting and strategies for improving the quality of teaching and learning	E
9	Proven ability in raising achievement for all pupils including disadvantaged pupils and those with SEND	E
10	Experience of supporting the development of colleagues through CPD and/or performance management	D
11	Shows good understanding of working in a Church of England school or a school with a distinctly Christian ethos	D

Leadership and Collaboration		
12	Has a clear vision of what constitutes an effective school and is able to communicate this in order to inspire and motivate others	E
13	Committed to working in partnership with parents, the church and local community through building effective relationships based on mutual respect and a shared vision for the success of the school	E
14	An excellent communicator, able to quickly build trust and gain the confidence of all stakeholders	E
15	Committed to collaborating with other schools within the academy trust, learning from and sharing best practice	E
Knowledge and Skills		
16	A good practical understanding of safeguarding policy and practice and a commitment to safeguarding children and promoting a culture of vigilance	E
17	Aware of key features of effective financial management across all aspects of school life, and the importance of raising the school profile to grow pupil numbers and secure sustainability	E
18	Ability to access, analyse, interpret and use appropriate data to monitor pupils' progress; set and achieve ambitious, challenging goals and identify areas for improvement	E
19	Strong understanding of what constitutes an effective and broad-based primary-school curriculum, and experience in curriculum monitoring and review to secure ongoing improvements	E
20	Ability to recognise and acknowledge best practice and challenge any underperformance across the school to improve the quality of learning	E
21	A strong classroom practitioner who is able to lead by example, model good practice and inspire staff to improve and develop	D
22	Recognises the factors which create barriers to learning and has the ability to implement appropriate strategies for tackling such barriers and so reducing inequalities	D

*Candidates should seek to show in their application how they meet the identified **Essential** criteria.*

Headteachers are expected to uphold the 7 principles of public life ([Nolan principles](#)) at all times
CDAT is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment