



St Oswald's (Chester) Church of England Primary School
part of
Chester Diocesan Academies Trust (CDAT)

Headteacher

Person specification and criteria for selection

'Love Your Neighbour as yourself' (Luke 10:27)

In God's family there are no outsiders as we nurture one another accepting all forms of diversity, whilst fostering a love of learning. Our Christian values, as expressed in the parable of the Good Samaritan, enable us to flourish together as we love selflessly, have eternal hope and walk in faith.

School Motto: 'Safe in your hands Lord, we love, laugh, learn'

	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 reflective and 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 at deputy/assistant head level (or equivalent) 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 leading safeguarding as DSL or Deputy DSL	D

11	Experience of supporting the development of colleagues through CPD and/or performance management	D
12	Shows good understanding of working in a Church of England school or a school with a distinctly Christian ethos	D
13	Experience of working in more than one Key Stage within the primary range	D
Leadership and Collaboration		
14	Has a clear vision of what constitutes an effective school and is able to communicate this in order to inspire and motivate others	E
15	An excellent communicator; diplomatic, confident, and able to quickly build trust with all stakeholders	E
16	Is committed to engaging with all stakeholders to build relationships, share resources and actively work together	D
17	Fully committed to collaborating with other schools within the academy trust	D
Knowledge/Skills		
18	A good understanding of safeguarding policy and practice and a commitment to safeguarding children and promoting a culture of vigilance	E
19	Has awareness 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
20	Good understanding of what constitutes a broad, balanced and effective primary-school curriculum, and experience in curriculum monitoring and review to secure ongoing improvements	E
21	A strong classroom practitioner who will lead by example and inspire staff to improve and develop	E
22	A good understanding of assessment information and data: is able to access, analyse, interpret and use appropriate data to monitor pupils' progress; set and achieve ambitious, challenging goals and identify areas for improvement	D
23	Ability to recognise and acknowledge best practice and challenge any underperformance across the school to improve the quality of learning	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