**Headteacher, All Saints’ Church of England Primary School**

**Person Specification**

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| Education and training | * Qualified teacher status
* Clear evidence of commitment to professional development
* Has successfully completed, or is committed to studying for, NPQH (except substantive headteachers)
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| Commitment to Christian ethos | * Able and willing to promote the distinctive Christian character of the school and to work in partnership with the parish church
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| Leadership and management experience | * Proven track record in a school of senior leadership and school improvement including raising pupil achievements and expectations of staff and pupil performance
* Experience of successfully developing initiatives and effectively managing change
* Record of success in strategic thinking, planning and evaluation
* Ability to lead by example, build teams and delegate effectively
* Strong knowledge of quality of education and experience of curriculum development and coordination including monitoring and assessment
* Commitment to and understanding of equalities and diversity across all aspects of the school
* Record of leading a school’s approach to pupil’s personal development, behaviour and attitudes
* Demonstrable experience of managing resources to secure best value
* Successful experience of working with Governors, parent/carers and the community
* Must demonstrate confident and flexible leadership with high expectations for a growing and inclusive school
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* Good understanding of school finance including the process of setting, managing and effectively monitoring a balanced budget

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| Skills and personal qualities | * Personal and intellectual ability to develop and communicate a clear vision for the school
* Proven track record of teaching successfully in more than one key stage
* Ability to deliver and model high quality teaching and learning
* High level of resilience and determination
* Unquestionable integrity
* Commitment to and a genuine interest in the pastoral welfare of the school community
* Commitment to a broad view of education, embracing creative arts, sport and extra-curricular activity
* Excellent communicator with effective listening and negotiation skills
* Calm and organised under pressure, able to prioritise
* Committed to collaborative working with a range of partners and stakeholders in the local area
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