**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) |
| 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 |
| 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 * Confident and flexible leadership with high expectations for a growing and inclusive school * Good understanding of school finance including the process of setting, managing and effectively monitoring a balanced budget |
| 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 |