

## Barrow Primary School Headteacher Person Specification

### Person Specification/Selection Criteria for a Headteacher in a Voluntary Controlled School.

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

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post.

Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

#### **[A] Faith Commitment**

	Essential/Desirable	Source
Willing and able to sustain and develop the Christian character of this Church school.	E	AIR
Full and active member of a church in membership of Churches Together in England. (This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school).	D	AIR

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

	Essential/Desirable	Source
The development of the Christian character of Barrow school, its pupils and staff	E	AIR
Leading school worship	E	AIR
Ways of developing religious education and worship	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
How relationships should be fostered and developed between the school, local Church and its community and the United Reform Church.	E	AIR

#### **[B] Qualifications**

Qualification requirements	Essential/Desirable	Source
Qualified teacher status	E	A
Degree	E	A

**[C] Professional Development**

	Essential/Desirable	Source
Evidence of recent and appropriate professional development for the role of headteacher.	E	AI
Up to date safeguarding training and knowledge of legislation for the protection of young people.	E	AI

**[D] School leadership and management knowledge and experience**

	Essential/Desirable	Source
Successful leadership as a headteacher	D	AIR
Successful leadership as a deputy headteacher or assistant headteacher	E	AIR
Evidence of successfully leading school improvement	E	AIR
Evidence of the application of strategies to review, evaluate and improve teaching and learning.	E	AIR
Experience of curriculum leadership and development	E	AIR
Experience of working constructively with parents	E	AIR
Experience of monitoring staff performance	E	AIR
Experience of effective budget management and financial analysis	D	AIR
The ability to provide support and advice to the Governing Body to enable it to meet its responsibilities.	E	AIR
To have had experience of guiding, coaching, mentoring or training individuals or teams.	E	AIR
Maintains good awareness of current national education policy and strategy.	E	AIR

**[E] Experience and knowledge of teaching**

	Essential/Desirable	Source
Successful teaching of pupils in the primary phase	E	AIR
To have a working and current knowledge and understanding of all 3 Key Stages in the primary phase	E	AIR
Can effectively analyse school data and identify appropriate actions which then form part of the school improvement plan.	E	AIR
Commitment to ensuring inclusion and addressing diversity positively.	E	AIR
A sound understanding of how children learn, how teachers can best teach and how to raise achievement for all pupils.	E	AIR

**[F] Professional Attributes**

	Essential/Desirable	Source
Strong behaviour management skills	E	AIR
An ability to communicate effectively, both orally and in writing, with a range of audiences	E	AIR
To be a leader of learning demonstrating, promoting and encouraging excellent classroom practice.	E	AIR
A commitment to professional development for all staff, and self.	E	AIR

Have a good commitment to sustained attendance at work	E	AIR
To have good judgement; able to assess and balance risks and opportunities	E	AIR
A desire to engage & work collaboratively with parents and carers.	E	AIR
The ability to plan and prioritise and organise self and others	E	AIR

### **[G] Personal Qualities**

	<b>Essential/Desirable</b>	<b>Source</b>
A passion for achieving the very best outcomes for all children	E	AIR
The capacity to provide inspirational, enthusiastic and innovative educational leadership	E	AIR
A caring and considerate attitude towards children, which values each child's potential and recognised each child as an individual.	E	AIR
Flexibility, initiative and drive to maintain a positive attitude in the face of a challenging and demanding job	E	AIR
An ability to establish effective working relationships with a wide and diverse range of people including pupils, parents, governors, colleagues, other professionals and wider community	E	AIR
The ability to inspire confidence	E	AIR
Excellent interpersonal skills	E	AIR
The ability to perform effectively under pressure	E	AIR
The ability to build, create and then communicate a clear vision for the school	E	AIR
Think analytically and creatively and demonstrate initiative in solving problems	E	AIR
Be aware of their own strengths and areas for development and act upon feedback from others	E	AIR

### **[H] Safeguarding**

	<b>Essential/Desirable</b>	<b>Source</b>
Displays commitment to the protection and safeguarding of children and young people	E	AIR
The ability to form and maintain appropriate relationships and personal boundaries with young people.	E	AIR
Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people	E	AIR
Will co-operate and work with relevant agencies to protect young people	E	AIR

### **[I] Professional Skills**

Each candidate will be expected to demonstrate knowledge and understanding of the National Standards of Excellence for Headteachers 2015 which also form the basis of the Job Description for a Headteacher in a VC school. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in Barrow school.

**[J] Confidential References**

Candidates may wish to give a faith reference. In doing so, candidates who do not use their Parish priest/minister should give an explanation in the letter of application.

1.	Positive and supportive faith reference from the priest/minister where the applicant regularly worships. <b>(You may wish to give contact details of any faith reference in the body of your supporting statement)</b> Candidates who do not use their Parish priest/minister should give an explanation in their supporting statement.	D
2.	Positive recommendation from all referees, including current employer	E

**[K] Application Form and Supporting Statement**

*The form must be fully completed and legible. Please do not send CVs. The supporting statement should be **clear, concise and related to the specific post.***