

PERSON SPECIFICATION

Executive Headteacher

Federation of Kettlesing Felliscliffe, Beckwithshaw and Ripley Endowed Church of England Primary Schools

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Qualified Teacher status	x	
Further professional/ academic study e.g. MA		X
Evidence of gaining or working towards NPQH or CEPQH qualification		X
Evidence of continuous professional development including recent leadership training	x	
EXPERIENCE AND SKILLS	Essential on appointment	Desirable on appointment
Experience across the appropriate age range and in a small schools	x	
Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at primary level	x	
A proven track record for improvement, using the most appropriate evidence, taking into account the schools and community context	x	
How they have challenged in a respectful and positive manner to maintain and develop relationships and improve the quality of outcomes	x	
Knowledge and application of setting high expectations and monitoring progress in order to continually raise standards of teaching and learning and outcomes for pupils	x	
Up to date knowledge and understanding of Ofsted and expectations and its application.	x	
Taken a school through a successful Ofsted inspection in a leadership role	x	
Demonstrate experience of senior leadership as a minimum as a Deputy Head, Assistant Headteacher or equivalent	x	
Up to date knowledge and understanding of Ofsted and SIAMs expectations and its application	x	
A good understanding of the needs and requirements of a CofE school	x	
Able to demonstrate a commitment to maintaining and developing the Christian vision and values of the school and promoting an understanding of other faiths and cultures	x	
A leader who will actively embed the Christian vision and core Christian values of the schools.	x	

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies;

Key Competencies	Essential on appointment	Desirable on appointment
Resilience	x	
Setting and achieving challenging goals	x	
Accepts accountability and holding others to account	x	
Skilful communication according to audience	x	
Adhering to principles and values	x	
Building effective teams	x	

SAFEGUARDING	Essential on appointment
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	
Demonstrate a commitment to safeguarding and the welfare of children and young people	x
Ability to form and maintain appropriate relationships and personal boundaries	x
Emotional resilience in working with challenging behaviours	x
Appropriate use of authority and discipline	x