



St Oswald's CE Primary School
PERSON SPECIFICATION - Headteacher of St Oswald's CE Primary School (Voluntary Controlled)

Learning for all, caring for each other, preparing for the future

Let us encourage one another – Hebrews 10:25

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

Called

Leaders who are called can articulate a strong sense of personal vocation to their role, and demonstrate this through their words, actions and decision making, exemplifying a strong moral purpose, confident vision, and ambitious trajectory of improvement. They show integrity, honesty and a deep sense of resilience, underpinned by their personal sense of vocation as a leader.

Connected

Leaders who are connected operate deliberately within communities of practice, positioning themselves within positive relationships that sustain and encourage all parties. They embrace interdependence, demonstrate compassion and embody service to others humbly. They create shared identity within their teams and draw colleagues around a common purpose.

Committed

Leaders who are committed exude energy and passion in all they do, inspiring confidence and faithfulness in their teams. They are clear about their purpose and resilient in the face of challenge. They take long-term decisions and are not easily swayed by short-term changes of policy or procedure. They articulate a sense of mission in their approach to education to which they draw others and are committed to the flourishing of their pupils and colleagues.

Qualifications and Training	* or Desirable on appointment
Qualified Teacher Status	Essential
Further professional/ academic study e.g. MA	Desirable
NPQH or equivalent qualification	Desirable
Evidence of commitment to continuous professional development including recent leadership training	Essential
Experience, skills and knowledge. - Candidates will be able to demonstrate:	
Knowledge and understanding of the National Headteachers' Standards October 2020 and how these can be applied in practice.	Essential
An understanding of the statutory duties and regulatory frameworks that govern a voluntary controlled Church of England school including support the Governing Body in discharging these responsibilities.	Essential
Experience of senior leadership as a minimum as a Deputy Head, Assistant Headteacher or equivalent.	Essential

How they would inspire confidence for the future, develop and implement the Christian vision of the school.	Essential
How they have nurtured and developed colleagues in previous roles, delegating effectively and holding each other to account in a professional and respectful manner.	Essential
Knowledge and application of setting high expectations and monitoring progress in order to raise standards of teaching and learning and outcomes for all pupils including those with SEND.	Essential
A proven track record for improvement, using the most appropriate evidence, taking into account the school and community context and opportunities for collaboration.	Essential
How they have managed change in a respectful and positive manner to maintain and develop relationships and improve the quality of outcomes.	Essential
Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at primary level.	Essential
Up to date knowledge and understanding of SIAMs expectations.	Desirable
Up to date knowledge and understanding of Ofsted expectations.	Essential
Manage the financial and human resources effectively and efficiently to achieve the school's vision and values in line with legal requirements, paying due regard to the interests of the pupils' learning, their achievements, and the sustainability of the school.	Essential
Philosophy and commitment	
Able to demonstrate a commitment to maintaining and developing the Christian vision of the school whilst promoting an understanding of other faiths and cultures.	Essential
Demonstrate a commitment and an ability to promote and safeguard the welfare of all children in school in line with DfE and Ofsted requirements and best practice by ensuring that all policies and procedures relating to safeguarding and child protection are fully implemented and followed by all staff; that resources are allocated to allow staff to discharge of their responsibilities; and that staff, pupils, parents and others feel able to raise concerns and that these are addressed sensitively and effectively.	Essential
Practical Wisdom	
Able to demonstrate a character of practical wisdom developed through experience and critical reflection, which enables the Headteacher to perceive, know, desire and act with good sense.	Essential
Able to articulate what support and self-development is required to fully undertake the role of Headteacher at St Oswald's CE Primary School effectively.	Essential
Competencies	
Resilience	Essential
Analysing and information seeking	Essential
Setting and achieving challenging goals	Essential
Skilful communication according to audience	Essential
Adhering to principles and values	Essential
Building effective teams	Essential