



	Crosscanonby St John's School Person Specification – Headteacher	
	ESSENTIAL	DESIRABLE
PROFESSIONAL QUALIFICATIONS	<ol style="list-style-type: none"> 1. Qualified Teacher Status 2. Evidence of continuing professional development relating to school leadership and curriculum development 	<ol style="list-style-type: none"> 1. Attainment of relevant qualifications (CE) NPQH or equivalent or the willingness to undertake a relevant leadership qualification within 2 years. 2. SENCO qualification or willingness to undertake this qualification within 2 years of appointment
EXPERIENCE Recent and successful experience of:	<ol style="list-style-type: none"> 3. Teaching at a primary school (for a minimum of 5 years) 4. Leadership and management in a primary school 5. Data analysis and the ability to use data to set targets and identify weaknesses for all pupil groups 6. Having a significant positive impact on outcomes and progress for pupils, regardless of their individual, special or additional needs 7. Leading by example and supporting others to improve 	<ol style="list-style-type: none"> 3. Developing links with local cluster schools and other collaborative initiatives 4. Working with governors and the wider community 5. Working with other agencies for the well-being of all children and their families 6. Developing learning beyond the classroom. 7. Teaching across more than one Key Stage. 8. Teaching in a Church school.
KNOWLEDGE Understanding of:	<ol style="list-style-type: none"> 8. The elements of quality first teaching 9. Principles of school self-evaluation and strategies for planning school improvement to enable flourishing for all. 10. The requirements, design, development and management of a small school curriculum. 11. Effective practice in EYFS provision 12. The distinctive Christian character of a Church of England school, as expressed through its vision, values and ethos. 13. The Church of England Vision for Education 	<ol style="list-style-type: none"> 9. The issues related to the leadership and management of a small school 10. The legislative framework for the school's work, including governance, curriculum and inspection frameworks and the requirements for statutory assessment 11. Strategic financial planning 12. Current educational developments and their implications for leading schools
PROFESSIONAL SKILLS Ability to:	<ol style="list-style-type: none"> 14. Challenge, influence and motivate staff, pupils and others to carry the school Christian vision forward, to attain high goals and improve performance 15. Demonstrate a commitment to safeguarding and the welfare of children 16. Demonstrate exemplary teaching practice 17. Maintain positive and visible relationships with the parents/carers, Governing Body, the LA and Church Diocese 	<ol style="list-style-type: none"> 13. Lead on and manage safeguarding 14. Monitor and evaluate the performance of people and policies 15. Foster good teamwork and build effective working relationships 16. Provide leadership in Collective Worship that reflects the Christian identity of the school.

PERSONAL ATTRIBUTES Evidence of:	18. Leadership with strength to challenge and manage underperformance 19. The ability to inspire confidence, commitment and respect from others 20. The capability to communicate clearly and succinctly with a range of audiences	17. Creative thinking and a vision for the future.
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