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| **ESSENTIAL CRITERIA** | |  |
| **Qualifications and Experience** | | **Application form/Certificates/Interview process/Other** |
| 1.1 | Graduate level qualification or equivalent and QTS | C |
| 1.2 | Safeguarding, child protection and safer recruitment training qualifications and experience | C/AF |
| 1.3 | Successful teaching experience in more than one primary school. | AF/I |
| 1.4 | Significant experience as a headteacher/deputy head in a primary school with evidence of improving children’s outcomes | AF/I |
| 1.5 | Experience of developing partnerships and learning between schools. | AF/I |
| **SCHOOL CULTURE** | |  |
| 2.1 | **Be a strong and effective leader who will:**   * Uphold the deep Christian ethos of the school to support and facilitate collaborative, creative and high quality provision in all aspects of school life. * Be an approachable Headteacher with time to listen to the children and address their concerns and interests, placing them at the heart of the school. * Gain knowledge of the safeguarding culture of the school as a priority. * Have a focus on health and well-being as a key priority, building and maintaining strong and positive relationships across the community. * Place inclusion and equal opportunity at the heart of planning and decision making. * Can delegate and develop leadership at all levels across the school, drawing on the skills and aptitudes of the team. * Be ambitious for personal professional development and engage with the current educational climate, policies and research. | AF/I/O |
| 2.2 | **Be able to work in collaboration with significant bodies and external agencies:**   * Understand the roles and responsibilities of a Headteacher and governors in a Church School. * Work with external experts from the Diocese, LA and others to increase skill capacity and improvement. * Be proactive in developing productive partnerships which support school improvement and strengthen future outcomes. | AF/I/O |
| 2.3 | **Be committed to providing a safe environment for pupils and staff by:**   * Ensuring the environment is cared-for, stimulating and well maintained. * Ensuring everyone is regularly trained to understand the importance of safeguarding and that they are committed to a strong safeguarding culture in the school. * Ensuring all staff understand the processes in place for reporting any concerns. * Recognise the importance of strong and mutually supportive relationships amongst the staff team to maintain a calm and purposeful ethos within the school and playgrounds, and where behaviour reflects the ethos and values of the school. | AF/I/O |
| 2.4 | **Be able to manage the school efficiently, and effectively, including HR, finance and accommodation with:**   * Knowledge of strategic financial planning, budgetary management and principles of best value. * An ability to be innovative in generating additional income for the school, including through the Diocese. | AF/I/O |
| **LEARNING AND TEACHING** | |  |
| 3.1 | **Be able to inspire and lead learning and teaching practice development throughout the school by:**   * Understand the ways in which children learn best and which teaching approaches and classroom organisation supports these. * Understand the importance of high quality feedback, reflective practice and pupil agency within children’s learning. * Understand the barriers to learning and how to overcome them. | AF/I/O |
| 3.2 | **Have experience of monitoring the work of the school and using the outcomes to improve provision and standards through:**   * Systems to monitor pupil progress, attitudes to learning and well-being to maintain positive trends and to identify those who are most vulnerable. * Regular and rigorous monitoring of the quality of teaching and learning and its impact on pupil progress, in collaboration with subject leaders. * Analyse the impact of new practices, support and interventions. * Have experience of using data analysis to support school improvement. * Have experience of embedding structures, systems and processes that enable robust self-evaluation and effectiveness. | AF/I/O |
| 3.3 | **Oversee the professional development and well-being of staff:**   * Be able to inspire, motivate, coach/challenge and nurture teaching and support staff, ensuring there is effective communication through the school. * Identify CPD needs so that staff are empowered and equipped to deliver the aims of the School Improvement Plan. | AF/I/O |
| **CURRICULUM** | |  |
| 3.1 | **Have in-depth knowledge of the Foundation Stage and National Curriculum and be committed to delivering this in an exciting and creative way which takes account of the needs and interests of the school community by:**   * Being committed to extending the life experiences of the children beyond the local area so that they gain knowledge of the wider world and confidence to approach it understanding how it can be enriching and fulfilling, and how they can keep themselves safe in a changing and challenging world. * Adopting an inclusive approach to all activities that ensures equal opportunity, understanding of the richness of diversity and the strength gained from collaboration. * Involving parents and carers in whole school events such as open days so that they understand what is being taught and how they can support and encourage their children. | AF/I/O |
| **STRATEGIC DIRECTION – LEADERSHIP AND MANAGEMENT** | |  |
| 4.1  4.2 | **Actively drive the strategic vision, direction and whole school development to achieve high standards of learning and outcomes for the children through:**   * Understanding of national and local educational and social issues and how these have an impact on the school community. * Demonstrating experience of building and maintaining a positive and constructive relationship with the Governing Body. * Engagement with the school and local community to understand the challenges faced ad know how these can be addressed to tackle barriers to improvement in collaboration with stakeholders, including parents and carers. * Possessing good interpersonal skills which result in strong communication with stakeholders. * Experience of working in effective partnerships which are seen to contribute to school improvement.   **Be able to manage the school efficiently, and effectively, including HR, finance and accommodation with:**   * Knowledge of strategic financial planning, budgetary management and principles of best value.   An ability to be innovative in generating additional income for the school, including through the Diocese. | AF/I/O  AF/I/O |
| **ACCOUNTABILITY AND PARTNERSHIP** | |  |
| 5.1 | **Be committed to and have experience of communicating with and working with a variety of partnerships:**   * Is committed to ensuring the children’s voice is always heard and included in strategic direction decision-making. * Will take collective worship to promote the Christian ethos with the children. * Can demonstrate an ability to work with governors so that leadership roles are clear and structures promote effective practice. * Engagement with St Martin’s church through shared Mass, collective worship and school events. * Ability to engage constructively with the Diocese and LA in the pursuit of partnership working and school improvement. * Ability to engage creatively with local initiatives that have an impact on the school to ensure that there is maximum benefit to the school, and which mitigates any negative impact. * Understanding of the different ways in which parents and carers engage with the school and is proactive in promoting these. * Be able to engage positively with Ofsted and SIAMS inspectors with confidence. | AF/I/O |
|  | **Personal qualities** | AF/I |
|  | Possess emotional intelligence and demonstrates empathy |
|  | Inspires trust and confidence within and across the school and community |
|  | Able to think creatively and demonstration initiative in solving problems |
|  | Able to exercise flexibility, resilience, good judgement, approachability, and enthusiasm |
|  | **DESIRABLE QUALITIES** | AF/I |
|  | National professional qualification for Headteachers |
|  | Experience of leading Ofsted and SIAMS process and inspection |
|  | Experience of using educational and school-based research to promote school improvement |

**Safeguarding children: safe recruitment and selection**

In addition to the candidates’ ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children.