



Headteacher – Person Specification

Crougton All Saints C.E. Primary School

School Culture

Essential	Desirable
<ul style="list-style-type: none"> • Experience of working with all stakeholders of the school community • Strong communication skills with stakeholders to sustain school improvement • A willingness to sustain the school’s ethos, vision, and values • A drive to continue to build a school that values all our children 	<ul style="list-style-type: none"> • Experience of building a culture across a school • Experience of working in or with Church of England schools • NPQH obtained or working towards

Teaching

Essential	Desirable
<ul style="list-style-type: none"> • Qualified teacher status • Successful experience of leading more than one key stage • Knowledge across the phases of primary school, including the EYFS curriculum • Experience of continuous provision 	<ul style="list-style-type: none"> • Experience of teaching across key stages • Experience of teaching in more than one school

Curriculum & Assessment

Essential	Desirable
<ul style="list-style-type: none"> • Experience of leading assessment, data analysis, recording and reporting data • Experience of using data to improve standards • Experience of developing, monitoring, and evaluating a school’s curriculum 	<ul style="list-style-type: none"> • Experience of SATs in KS2 • Experience of the phonics screening check

Behaviour

Essential	Desirable
<ul style="list-style-type: none"> • High expectations of behaviour for all • Strong interpersonal and communication skills towards children, staff, parents, governors, and members of the local community 	<ul style="list-style-type: none"> • Experience of managing challenging behaviour • Willingness to lead by example through our core values

Additional & Special Educational Needs & Disabilities

Essential	Desirable
<ul style="list-style-type: none"> • A desire to ensure all children can be the best that they can be • Ambitious expectations for all children with SEND • Understanding that all children access the school's curriculum • Experience of working effectively with parents, carers, and professionals, including leading difficult conversations 	<ul style="list-style-type: none"> • Experience in leading educational outcomes for children with SEND

Professional Development

Essential	Desirable
<ul style="list-style-type: none"> • Understanding of effective, evidence informed CPD • Experience of contributing, planning, and delivering staff development • Experience of building succession planning by drawing on expert provision beyond the school • Willingness to continue own professional development 	

Management & Organisation

Essential	Desirable
<ul style="list-style-type: none"> • Knowledge of effective safeguarding processes • Experience of line-managing staff with attention to workload • Ability to make and take decisions and delegate appropriately • Experience of systems, processes and policies enabling effective and efficient operation of the school • Experience of managing and mitigating risk • Experience of managing financial resources 	<ul style="list-style-type: none"> • Experience of headship in a church school setting • Experience as a designated safeguarding lead • Experience and understanding of the role of effective governance • Experience of holding staff to account • Experience of setting and managing school budgets and other external funding sources

Continuous School Improvement

Essential	Desirable
<ul style="list-style-type: none"> • Experience of identifying barriers which limit school effectiveness • Experience of prioritising areas for improvement e.g., curriculum • Enthusiasm and desire to build on the school's recent Ofsted success and continue the path of improvement 	<ul style="list-style-type: none"> • Experience of working with the SIAMs inspection framework • Leading a school to achieve improved Ofsted judgements • Recent experience of Ofsted inspection