



Person Specification: Headteacher

Criteria	Essential	Desirable
Qualifications:	<ul style="list-style-type: none">▪ Qualified Teacher Status▪ Evidence of, and commitment to, relevant continuing professional development	<ul style="list-style-type: none">▪ A relevant degree or higher degree qualification▪ NPQH qualification
Experience:	<ul style="list-style-type: none">▪ Significant senior leadership experience (not necessarily at Headteacher level).▪ A proven track record of effective leadership and implementing whole school initiatives which have brought sustained improvement.▪ Effective management of the performance, professional conduct and practise of colleagues, including addressing underperformance, supporting all staff to improve.▪ Understanding of the current Ofsted evaluation framework.	<ul style="list-style-type: none">▪ Leadership experience within an infant school environment▪ Recent experience of the inspection process.▪ Experience of collaborative working across schools.▪ Experience within a Church school.
Professional knowledge & skills:	<ul style="list-style-type: none">▪ Excellent understanding of how to achieve highly effective education.▪ Knowledge of the latest and proposed changes in educational policies and procedures.▪ Up to date knowledge of exemplary safeguarding practice.▪ Ability to articulate and communicate a vision for the development of the school, respecting our Christian values.▪ Have the credibility as an excellent teacher to monitor, evaluate and review classroom practice, promote improvement strategies and challenge underperformance at all levels.▪ Ability to accurately analyse and appropriately use performance data and other contextual information to identify areas for improvement.▪ Enhance the value of the school to the wider community and involve that community in enriching the learning experiences of pupils.▪ Ability to identify emerging talents and grow current and aspiring leaders.	<ul style="list-style-type: none">▪ Awareness of key policy areas key policy areas including inclusion and equal opportunities and health and safety.▪ Awareness of the Church of England vision for education▪ Knowledge of the wider legal and financial context of school leadership.▪ Exercise strategic, visionary, curriculum-led financial planning to ensure the effective use of budgets and resources.

Philosophy & Commitment	<ul style="list-style-type: none"> ■ Champion the pursuit of an inspiring educational experience for all where every pupil can achieve success and be engaged in learning. ■ Commitment to the school's wider community 	
Personal Attributes	<ul style="list-style-type: none"> ■ Set the highest standards of honesty, integrity and professionalism at all times. ■ A self-initiator and developer, capable of self-reflection and able to set challenging personal targets. ■ Ability to work accountably under authority. ■ Approachable, visible with the ability to inspire trust and commitment from the school community. ■ Excellent interpersonal skills to foster the links with staff and stakeholders, e.g. governors, parents/carers, Partnership, local community, etc. 	

The post holder may be required to travel to other local sites, including other CLP schools as part of routine networking

Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, and Enhanced DBS check, Child Barred List check and satisfactory references. We will conduct online searches of shortlisted candidates. This check will be part of a safeguarding check, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination a person who will not on the appointment panel will conduct the search and will only share information if and when findings are relevant and of concern. Applicants are advised that it is an offense to apply for the role if they are barred from engaging in regulated activity relevant to children.

