

**Symondsbury CE VA Primary School**  
**Head Teacher Person Specification**

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>Evidence of continuing professional development relating to school leadership and curriculum development</li> </ul>	<ul style="list-style-type: none"> <li>Leadership in a Christian context</li> <li>NPQH</li> </ul>
Experience Recent and successful experience of:	<ul style="list-style-type: none"> <li>Leadership and management in a primary school</li> <li>Teaching at primary school (across the key stages)</li> <li>Tracking pupil progress highlighting areas of concern, planning interventions and ensuring these actions have a positive impact on attainment and progress and reflect the uniqueness of the individual</li> <li>Having a significant positive impact on standards and pupil progress</li> <li>Knowledge of small school context</li> </ul>	<ul style="list-style-type: none"> <li>Working in a Church school</li> <li>Successful teaching in more than one key stage</li> <li>Working with other agencies for the well-being of all pupils and their families</li> <li>Managing a delegated budget in line with the school's ethos</li> <li>experience with mixed age classes</li> </ul>
Wisdom Demonstrate wisdom through understanding of:	<ul style="list-style-type: none"> <li>The distinctive Christian character of a CE school as expressed through its vision, values and ethos</li> <li>Issues relating to the leadership and management of a Church school that promotes human flourishing</li> <li>Principles for the development of effective teaching and learning that aims for life in all its fullness</li> <li>Strategies for raising standards of achievement that reflect the ultimate worth of each student</li> <li>Principles of school self-evaluation and strategies for planning school improvement</li> <li>Strategies to develop 'community and living well' through partnership with parents, and enhance Church and community links</li> <li>The range of data available for the evaluation and improvement of school performance and how to share this in an accessible way with staff, governors and parents/carers</li> <li>The Church of England Vision for Education</li> </ul>	<ul style="list-style-type: none"> <li>The unique context of Symondsbury CE VA Primary School</li> <li>The legislative framework for a VA school, including governance, curriculum and inspection frameworks and the requirements for statutory assessment</li> <li>Personnel issues and strategic financial planning</li> </ul>
Skills Ability to:	<p><b>Develop Hope and Aspiration:</b></p> <ul style="list-style-type: none"> <li>Inspire motivate and challenge staff, pupils and others to carry the school's Christian vision forward by communicating a hopeful journey of improvement</li> <li>Develop the distinctive and effective Christian character of a Church school/continue to develop the school's Christian ethos</li> <li>Provide leadership in Collective Worship that reflects the Christian identity of the school</li> <li>Demonstrate exemplary teaching</li> </ul> <p><b>Promote Community and Living Well Together:</b></p> <ul style="list-style-type: none"> <li>Foster good teamwork through promoting a sense of community through a culture of 'living well.'</li> <li>Seeks to foster effective relationships with local churches.</li> <li>Monitor and evaluate the performance of people and policies in line with the ethos of the school</li> <li>Manage the school as a hospitable community that seeks to embody an ethos of living well together</li> <li>Evidence the Christian vision in action through enhancing links and maintaining positive relationships with the local community, the Governing Body, external agencies, the Diocese, the LA, other schools and parents/carers</li> </ul> <p><b>Promote Dignity and Respect:</b></p> <ul style="list-style-type: none"> <li>Create and maintain an effective learning environment and culture that positively recognizes individual strengths and needs</li> <li>Manage own workload and that of others to allow a work-life balance, in line with Christian principles and practices</li> <li>Ensure all children are kept safely from harm and educated in an environment where all God's children are valued and safeguarding is paramount.</li> </ul>	
Personal Attributes Evidence of:	<ul style="list-style-type: none"> <li>Commitment to promoting a vision of a Church school witnessing to its Christian values in its local community</li> <li>Wisdom grounded in creative thinking and imagination, seeing the potential</li> <li>The capacity to communicate in a way which reflects a dedication to educating for life together.</li> <li>The ability to relate constructively to all, inspiring confidence in others, whilst supporting their personal flourishing</li> <li>Developing of networks and partnerships for what can be given rather than what can be received.</li> </ul>	<ul style="list-style-type: none"> <li>Continuing professional development as a means of fulfilling own potential A personal -</li> <li>Christian commitment and involvement in a local parish, Church and community</li> </ul>