

Sutton School Person Specification

Post: Headteacher

Please address the **person specification** when completing your application, stating how you fulfil the criteria below, describing the impact that has resulted from your work to date in current and previous relevant posts. You do not need to repeat information that is on the application form in your supporting statement.

We are seeking to appoint a head with vision, strong skills of leadership with an emphasis on team development and the highest standards of integrity and commitment. The successful candidate will be fully in tune with the ethos of a Church of England (VC) school serving the village community, that strives to offer a broad and exciting curriculum. He or she must care passionately about the education in the widest sense of pupils of all ages, and the welfare and development of staff.

In the table below, we describe how we will evaluate items - via either:

AF: application form; or

I: Assessment Tasks and Interview.

	Essential	Desirable	Evaluated via
Qualifications			
Qualified Teacher Status	*		AF
Degree or equivalent	*		AF
National Professional Qualification for Headship (NPQH)		*	AF
Accredited school leadership and management training		*	AF
Designated Safeguarding Lead		*	AF
Experience			
Record of successful class teaching with at least 5 years' experience in a primary school setting	*		AF
Current experience as an effective Headteacher, interim Headteacher, Deputy Head or in a primary school leadership role	*		AF
Proven leadership skills, including leading strategic development	*		AF/I
Evidence of building positive working relationships with staff, parents, governors and others	*		AF/I
Experience of recruiting and retaining outstanding staff, with an understanding of HR issues and processes		*	AF
Experience of managing change effectively and efficiently	*		AF/I
Evidence of a strong track record of implementing and managing the delivery of sustained improvement in curriculum and pupil achievement, using relevant data	*		AF/I
Evidence of engaging with parents so they understand their child's attainment and what they can contribute to help their child succeed	*		AF/I
Safeguarding and child protection	*		AF/I
Evidence of recent relevant professional development either online or Face to Face	*		AF/I

Professional skills and knowledge			
Commitment to the school's distinctive Christian vision, to support and promote the ethos and values of a Church of England School	*		AF/I
Ability to lead by example, demonstrating vision and inspiration in leading the future direction of the school	*		AF/I
Up to date knowledge and understanding of child welfare and safeguarding	*		AF/I
Ability to articulate a clear vision for the school and its development over the next three years	*		I
Ability to organize and manage work efficiently, prioritise and manage tasks, delegating appropriately	*		AF/I
Ability to manage and develop a site that ensures the health and safety of staff and pupils	*		AF/I
In-depth understanding of National Curriculum and ability to develop effective and creative responses to complex curriculum issues	*		AF/I
Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes	*		AF/I
Ability to encourage, motivate and nurture others	*		AF/I
Experience of recruiting, managing and developing staff Staff.	*		AF/I
Hold all staff to account for their professional conduct and practice; able to inspire all staff to attain outstanding practice, nurture and consolidate good teaching, and ensure weak practice is identified and eliminated, and good or better practice is shared	*		AF/I
Ability to work in partnership with local schools and services to champion best practice		*	AF/I
Ability to make astute financial decisions, through a clear understanding and knowledge of budget management		*	AF/I
Personal qualities			
Able to motivate and inspire pupils and staff	*		AF/I
An agile and positive attitude to changing priorities and demands	*		AF/I
A good communicator and listener, written and oral, at all levels	*		AF/I
Integrity, commitment, enthusiasm and resilience, enabling perseverance and success	*		AF/I
Capacity for and commitment to personal development, a reflective practitioner who is open to advice	*		AF/I

Sutton Governors and Cambridgeshire County Council are committed to safeguarding and promoting the welfare of children and young people. School leaders must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an enhanced check from the Disclosure and Barring Service (DBS)