

PERSON SPECIFICATION

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criterion through reference to your work or relevant experience. These criteria will be assessed using evidence from your application form, formal interview, interview tasks and references.

Requirements	Essential	Desirable
Qualified Teacher Status (QTS)	X	
A proven track record of successful senior leadership experience within a primary school	X	
Evidence of proactively pursuing continued professional development and being a lifelong learner	X	
Experience across the whole primary provision including the Foundation Stage	X	
NPQH		X
Experience of working with church schools		X
Current safeguarding training	X	
Enhanced DBS clearance	X	
Ability to demonstrate commitment to safeguarding and promoting the welfare of children	X	
Evidence of actively maintaining a safe environment conducive to learning	X	
Current safer recruitment training		X
Have an excellent understanding of the primary curriculum across all Key Stages including the EYFS	X	
Ability to articulate and implement a clear vision of how to take the Federation forward, building upon existing strengths and taking all members of the school community with them	X	
Lead by example; drawing on their own experience and embracing collaborative partnerships	X	

A commitment to embrace the Federation's distinctive ethos and continue to embed its values.	X	
A person who understands the distinctive nature of a Church School	X	
Effectively and efficiently manage work/life balance for self and staff with the support of the senior leadership team and governors	X	
Ability to continue and further develop the wider curriculum in order to nurture the "whole child"	X	
Ability to provide constructive feedback to staff and children.	X	
Proven experience of pro-actively meeting the needs of pupils with SEND	X	
Evidence of creating a culture which enables the personal, social, spiritual, and emotional development of each child in order to optimise learning potential	X	
A commitment to listen and respond to the voice of the child and the wider school community	X	
Committed to aspirational educational standards for all pupils and staff	X	
Demonstrates the ability to inspire	X	
Evidence of identifying and developing emerging talent and leadership ability	X	
Values mutual support and respect, fostering strong working relationships and continuing to develop our team	X	
Awareness of the latest educational developments and research, ability to apply knowledge and make appropriate decisions based on best interests for the schools.	X	
Evidence of understanding the impact of budgets, resources and financial planning on school sustainability.	X	
A proven track record of building positive relationships with all members of the school community.	X	
A commitment to promote diversity, equality and inclusivity	X	
A commitment to proactively foster parental engagement.	X	
Able to maintain and develop opportunities for partnerships with parents, other schools, local churches and other community groups	X	

Evidence of encouraging the personal and professional development of all staff	X	
Able to build upon our last Ofsted inspection outcomes	X	
Welcomes support and challenge from the Governing Body and actively supports the governors to deliver their functions effectively	X	
Experience of a SIAMS inspection at leadership level		X
Experience of an OFSTED inspection at leadership level		X
Reflective - able to build on the current strengths of the federation.	X	
Be approachable, accessible and visible	X	
Be an excellent communicator and have strong interpersonal skills (written, verbal and aural) and resilience to engage the school community.	X	

General - The postholder is expected to work to carry out the duties in accordance with the school's policies and procedures.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding - All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition, employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.