



Chester Diocesan Academies Trust

## St Matthew's CE Primary School Headteacher Person Specification

*The vision for St. Matthew's is encapsulated in our school motto: 'Let Your Light Shine'.*

	Criteria	Essential/ Desirable
	<b>Personal Qualities</b>	
1	<b>Fully supportive of, and able to articulate the Church of England's Vision for Education</b>	<b>E</b>
2	<b>A calm and resilient figure who can manage their time well and lead by example, but who is also willing to seek and take advice</b>	<b>E</b>
3	A practising and worshipping member of a church affiliated to Churches Together in Britain and Ireland.	D
	<b>Qualifications</b>	
4	<b>Qualified Teacher Status</b>	<b>E</b>
5	<b>Evidence of regular and appropriate professional development</b>	<b>E</b>
6	Achieved or working toward NPQH or other further professional qualification	D
	<b>Experience</b>	
7	<b>Successful experience of school leadership (at headteacher/deputy headteacher/assistant headteacher level or equivalent) within the primary age range</b>	<b>E</b>
8	<b>Evidence of developing and implementing strategies for school improvement, including data analysis, target setting and strategies for improving the quality of teaching and learning</b>	<b>E</b>
9	<b>Proven ability in raising achievement for all pupils including disadvantaged pupils and those with SEND</b>	<b>E</b>
10	Experience of supporting the development of colleagues through CPD and/or performance management	D
11	Shows good understanding of working in a Church of England school or a school with a distinctly Christian ethos	D
	<b>Leadership and Collaboration</b>	
12	<b>Has a clear vision of what constitutes an effective school and is able to communicate this in order to inspire and motivate others</b>	<b>E</b>
13	<b>Committed to working in partnership with parents, the church and local community through building effective relationships based on mutual respect and a shared vision for the success of the school</b>	<b>E</b>

14	<b>An excellent communicator, able to quickly build trust and gain the confidence of all stakeholders</b>	<b>E</b>
15	<b>Committed to collaborating with other schools within the academy trust, learning from and sharing best practice</b>	<b>E</b>
<b>Knowledge and Skills</b>		
16	<b>A good practical understanding of safeguarding policy and practice and a commitment to safeguarding children and promoting a school-wide culture of vigilance</b>	<b>E</b>
17	<b>Has an awareness of key features of effective financial management and budget setting in school</b>	<b>E</b>
18	<b>Ability to access, analyse, interpret and use appropriate data to monitor pupils' progress; set and achieve ambitious, challenging goals and identify areas for improvement</b>	<b>E</b>
19	<b>Strong understanding of what constitutes an effective and broad-based primary-school curriculum, and experience in curriculum monitoring and review to secure ongoing improvements</b>	<b>E</b>
20	<b>Ability to recognise and acknowledge best practice and challenge any underperformance across the school to improve the quality of learning</b>	<b>E</b>
21	A strong classroom practitioner who is able to lead by example, model good practice and inspire staff to improve and develop	D
22	Recognises the factors which create barriers to learning and has the ability to implement appropriate strategies for tackling such barriers and so reducing inequalities	D

*Candidates should seek to show in their application how they meet the identified **Essential** criteria.*

**Headteachers are expected to uphold the 7 principles of public life ([Nolan principles](#)) at all times**  
*CDAT is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment*