**Introduction**

Chacombe and St. Loys Church of England Schools as part of Evolve Church Academy Trust are looking to build on their excellent performance and distinctive ethos as a Church of England schools. The successful candidate must demonstrate a commitment to maintaining the Christian ethos of the schools.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Key Criteria** | **Essential** | **Desirable** | **Evidence** | **Scoring** |
| **QUALIFICATIONS** | Qualified teacher status  Degree | NPQH |  |  |
| **EXPERIENCE** | Experience as deputy/assistant HT  Experience in leading one or more subject areas  Substantial teaching experience in more than one school | Teaching experience in at least 2 of the 3 Key Stages (Foundation 1,2)  Experience as Head teacher |  |  |
|  | IT literate with high standard of verbal,  written and IT literacy |  |  |  |
| **PERSONAL SKILLS AND QUALITIES** | Ability to remain positive and enthusiastic when working under pressure  Ability to organize work, prioritise tasks, make decisions and manage time effectively |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Key Criteria** | **Essential** | **Desirable** | **Evidence** | **Scoring** |
|  |  |  |  |  |
|  | Approachable and enjoys being highly  visible to children and parents |  |  |  |
|  | Demonstrates personal impact and  presence |  |  |  |
| **PROFESSIONAL DEVELOPMENT** | Evidence of continuing professional development relating to school leadership and management, and curriculum teaching and learning | Experience of working with other schools/organizations/agencies  Experience of leading/co-ordinating professional development opportunities |  |  |
| **STRATEGIC LEADERSHIP** | Ability to articulate and share a vision of primary education |  | Application / Interview |  |
|  | Evidence of successful strategies for  planning, implementing, monitoring and evaluating school improvement |  | Application / Interview |  |
|  | Sympathetic to the Christian ethos that is embedded within the school and committed to upholding our Christian values. | Experience of nurturing and developing a clear distinct Christian ethos working collaboratively with the local church and Diocese.  Successful leadership of Christian ethos within a school. | Application / Interview |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Key Criteria** | **Essential** | **Desirable** | **Evidence** | **Scoring** |
|  | Ability to inspire and motivate staff,  pupils, parents and governors to achieve the aims of the school |  | Application / Interview |  |
|  | Able to work with Governors in setting and monitoring priorities. | Knowledge of the role of the governing body | Application / Interview |  |
|  | Ability to analyse data, develop strategic plans, set targets and  monitor/evaluate progress towards these |  |  |  |
| **LEADING TEACHING AND LEARNING:** | Has a proven record as a good teacher | Sound experience of recruiting, managing and developing staff | Application |  |
|  | Knowledge of the statutory requirements of the National Curriculum and Early Years. |  |  |  |
|  | Has experience of monitoring and developing teaching and learning | Ability to build and motivate a strong team to achieve effective collaborative  working | Application / Interview |  |
|  | Has a clear philosophy on how the curriculum can meet children’s needs | Has a good knowledge of the curriculum with a proven track record of assessing, monitoring and evaluating the quality of teaching | Application / Interview |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Key Criteria** | **Essential** | **Desirable** | **Evidence** | **Scoring** |
|  |  | across the school and the effective  delivery of the curriculum |  |  |
|  | Understanding the characteristics of an effective learning environment . |  |  |  |
|  | Is able to secure high standards of behaviour and attendance. | Able to demonstrate understanding and use of robust and successful behaviour management strategies |  |  |
| **MANAGING THE ORGANISATION** |  |  |  |  |
|  | Ability to manage the school efficiently and effectively on a day to day basis; | Experience of working with governors to enable them to fulfil their responsibilities  Understanding of the school budget  Understanding the mechanisms to manage school premises and assets | Application / Interview |  |
|  | Ability to delegate work and support  colleagues in undertaking responsibilities |  |  |  |
|  | Experience of performance management and supporting the continuing professional development of colleagues | Ability to identify own learning needs and support others to identify their learning needs |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Key Criteria** | **Essential** | **Desirable** | **Evidence** | **Scoring** |
| **ACCOUNTABILITY** | Able to communicate effectively orally and in writing to a range of audiences: staff, parents, children, governors | Experience of presenting reports to governors  Leading sessions for parents | Application / Interview |  |
|  | Experience of whole -school self- evaluation and improvement strategies |  | Application / Interview |  |
| **STRENGTHENING THE COMMUNITY** | Has a commitment to partnership with parents and the community to raise standards by supporting the learning of children and helping to realize the distinctive vision and values of the  school as a Church school. |  | Application / Interview |  |
|  | Has a commitment to collaboration and networking with other schools to improve outcomes. |  | Application / Interview |  |
| **SAFEGUARDING**  **AND WELFARE OF CHILDREN** | Passionate about ensuring that every  child achieves their potential in a happy and supportive environment. |  | Application / Interview |  |
|  | Clear understanding and good knowledge of all statutory guidelines with reference to child protection. | Has successfully completed CPD in child protection and safeguarding | Application / Interview |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Key Criteria** | **Essential** | **Desirable** | **Evidence** | **Scoring** |
|  | Able to demonstrate sound systems  and monitoring of child protection and safeguarding. | Has experience of being designated person | Application / Interview |  |
|  | Is able to secure high standards of behaviour and attendance. | Able to demonstrate use of robust and successful behaviour management strategies | Application / Interview |  |
| **REFERENCES** | There are two fully supportive references, one from the current employer |  | Application / Interview |  |