PERSON SPECIFICATION
Headteacher at Hampsthwaite Church of England Primary School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	**Essential on appointment**	**Desirable on appointment** (if not attained, development may be provided for successful candidate)
Qualified Teacher status	x	
Graduate or equivalent	x	
Evidence of continuous professional development relevant to school leadership	x	
EXPERIENCE AND SKILLS	**Essential on appointment**	**Desirable on appointment**
Experience across primary school age range	x	
Thorough knowledge of the National Curriculum and EYFS	x	
Demonstrable experience of senior leadership in education	x	

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies:
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Key Competencies	**Essential on appointment**	**Desirable on appointment**
Passionate commitment to education	x	
Decision making / risk taking	x	
Strategic thinking / creative problem solving	x	
Skilful communication according to audience	x	
Adhering to principles and values	x	
Partnership working	x	

SAFEGUARDING These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	**Essential on appointment**
Demonstrate a commitment to all aspects of safeguarding and the welfare of children and young people	x
Ability to form and maintain appropriate relationships and personal boundaries	x
Emotional resilience in working with challenging behaviours	x
Appropriate use of behaviour management strategies	x

For Faith Schools only;	**Essential on appointment**
A good understanding of the needs and requirements of a CofE school	x
Promote and model Christian values that underpin the schools' Church of England Foundation'	x