

# St Paul's C of E Primary School

Victoria Street,  
Newcastle upon Tyne  
NE4 7JU



## CANDIDATE PROFILE

### HEAD TEACHER

#### Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to shortlist at the application stage:

##### **Essential:**

- 1 Considerable current or recent leadership experience, probably as a Head Teacher or Deputy Head Teacher
- 2 Experience of monitoring, evaluating and improving the quality of teaching and learning
- 3 A demonstrable record of raising achievement and improving pupil outcomes
- 4 A proven record of school improvement and development, through planning and delivery resulting from self-evaluation
- 5 Evidence of effective strategic, financial, premises and resource management to achieve educational priorities and value for money
- 6 Knowledge of the National Curriculum and assessment across the primary age range from Foundation Stage to Key Stage 2
- 7 Experience of curriculum development to meet the needs of all learners
- 8 Experience of working in partnership with governors, staff, parents, pupils and the community
- 9 Experience of working in partnership with other agencies and professionals to ensure positive outcomes for children and young people, especially vulnerable learners

- 10 Evidence of substantial and positive engagement in own continuing professional development
- 11 Experience of coaching and mentoring other teaching and learning professionals
- 12 Experience of coaching and mentoring other teaching and learning professionals
- 13 Demonstrate a positive commitment to the maintenance and development of the Christian ethos of the school

**Desirable:**

- 14 Relevant professional qualification for aspiring or serving headteachers e.g. National Professional Qualification for Headship (NPQH)
- 15 Experience in working at more than one school
- 16 Experience of working with and supporting other schools

## **Part B: Assessment Stage**

The criteria below will be explored at the assessment stage for shortlisted candidates:

**Essential:**

- 1 Able to provide clear educational vision and direction
- 2 A proven track record of leading and managing change successfully
- 3 Able to effectively evaluate the quality of education for all learners.
- 4 Successful experience of developing constructive relationships with other schools, organisations and stakeholders for the benefit of all
- 5 Drives forward strategic priorities and translates these into practical action plans including resource management
- 6 Effective financial and resource management skills
- 7 Able to establish positive relationships with a range of stakeholders which inspire, motivate and empower
- 8 Able to successfully inspire and lead a school staff team with a range of roles, delegating with accountability, managing change and communicating the vision

- 9 Commitment to safeguard and promote the physical and emotional health and wellbeing of young people
- 10 Demonstrate up-to-date knowledge of the Ofsted framework and other education developments and research/evidence-based approaches
- 11 Commitment to educational inclusion so that all pupils are cared for and have the opportunity to be the best they can be
- 12 High level numeracy and communication skills to analyse, interpret and present complex data and financial information
- 13 High level oracy and written communication skills effective for a range of audiences
- 14 No disclosure about criminal convictions or safeguarding concern that makes an applicant unsuitable for this post

## **Method**

- 1 Interview
- 2 Tasks (for example Data analysis and stakeholder engagement)

## **Part C: Additional Requirements**

The following criteria must be judged as satisfactory when pre-employment checks are completed:

- 1 Enhanced Certificate of Disclosure from the Disclosure and Barring Service
- 2 Children's Barred List check
- 3 No adverse prohibitions, restrictions or sanctions relating to teaching in the UK
- 4 Medical clearance
- 5 Two references from current and previous employers (or education establishment if applicant not in employment)
- 6 A reference from the leader of the church attended