



Person Specification – Headteacher

Qualifications & Knowledge

- Essential – You hold Qualified Teacher Status (QTS) and can show evidence of recent professional development.
- Essential – You have a strong, practical understanding of how children learn, including the teaching of early reading (phonics) and how to best support children with Special Educational Needs and Disabilities (SEND).

Experience

- Essential – You have proven experience as a school leader (Headteacher, Deputy, or Assistant Headteacher) with a clear record of improving standards.
- Desirable – You have experience reporting to and advising a governing board, giving them the clear information they need to support and challenge the school.
- Desirable – You have managed school finances, spending budgets carefully to get the best possible results for pupils.

School Culture & Ethos

- Essential – You are fully committed to our Christian values of hope, compassion, respect, humility, resilience, and integrity.
- Essential – You believe in educating the whole child. You share our specific vision of celebrating character, developing practical skills, and encouraging children to contribute to society.
- Essential – You value physical and emotional well-being, and will actively champion our wide range of extracurricular activities, particularly our strong traditions in sports, music, and performance.
- Essential – You support outdoor learning and care for the environment, valuing the specific role our Forest School plays in building children's self-belief and resilience.

Teaching & Learning

- Essential – You can lead a broad, engaging curriculum that builds "growth mindsets" and fosters independence, curiosity, resilience, and perseverance in every classroom.
- Essential – You know how to check and improve teaching quality fairly and effectively, helping staff develop so that every child achieves their best.

Community & Village School Leadership

- Essential – You understand what makes a village school special. You are visible, approachable, and value knowing every child and family.
- Essential – You communicate clearly, regularly and honestly, building strong relationships and trust with parents, the church, and local village groups.
- Essential – You can balance different views across the community, keeping everyone united and working together for the good of the school.