



St Matthew's Church of England Primary School

Chester Diocesan Academies Trust (CDAT)

Principal

Person specification and criteria for selection

	Essential	Desirable	Method of Assessment
Qualifications	Qualified Teacher Status		<ul style="list-style-type: none"> • Application form • Certificates
Experience	<ul style="list-style-type: none"> • Has successful substantive experience at Senior Leadership level within the Primary age range; • Has a proven track record in leading and managing staff to support successful outcomes for a wide range of children of differing ability and backgrounds; • Skilled classroom practitioner; • Has experience of the successful management of change carried out in a constructive and sensitive manner; • Has experience and evidence of personally improving teaching and learning; • Has experience of successful and cooperative working as part of a team and wider educational community; 	<ul style="list-style-type: none"> • A range of leadership, management and teaching experience in more than one context; • Teaching experience in more than one Key Stage; • Has experience of successfully overcoming the barriers children face through socio-economic disadvantage; • Has experience of managing complex safeguarding cases; • Has experience of developing middle-leaders through CPD and collaborative working. 	<ul style="list-style-type: none"> • Application form • Selection Process • Work related testing • References

	<ul style="list-style-type: none"> • Has demonstrated a leadership style of high expectations within a school enabling all children to flourish; • Has experience of good practice in safeguarding; • Has made a significant contribution to the professional development of other colleagues in school. 		
Professional	<ul style="list-style-type: none"> • Has a wide knowledge and understanding of education and school systems locally and nationally; • Has a knowledge and understanding of Church Schools and Church School education. 	<ul style="list-style-type: none"> • Has knowledge of working arrangements with a MAT or in collaboration with other local schools. 	<ul style="list-style-type: none"> • Application form • Selection Process • Work related testing • References
Skills/knowledge	<ul style="list-style-type: none"> • Has the ability to communicate effectively in a variety of situations and media; • Has the ability to initiate and inspire change by influencing others; • Has the ability to lead and organise a high quality and inspiring curriculum; • Has the ability to analyse school self-evaluation information, including the use of external and internal data, in order to accurately prioritise strategic leadership objectives; • Has detailed knowledge of the structure and content of the current Primary and Early Years Curriculum including assessment and age-related expectations management processes; 	<ul style="list-style-type: none"> • Ability to work effectively with other schools and multi agencies in order to secure excellent achievements for all children; • Knowledge and understanding of administration and budget. 	<ul style="list-style-type: none"> • Application form • Selection Process • Work related testing • References

Personal Qualities

<ul style="list-style-type: none"> • Ability to performance manage staff and promote professional development and accountability. 		
<ul style="list-style-type: none"> • A practising and worshipping member of a church affiliated to Churches Together in Britain and Ireland; • Has a clear vision and understanding of the needs of all children; • Is able to articulate a compelling CoE vision for education; • Has a commitment to promoting high quality care guidance and support for all members of the school community; • Has a commitment to sustain and develop the Christian of England ethos of the school; • Has emotional resilience; • Can work calmly under pressure with competing priorities. 		<ul style="list-style-type: none"> • Application form • Selection Process • Work related testing • References • Faith Reference

CDAT is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.