



RICHARD TAYLOR
CHURCH OF ENGLAND PRIMARY SCHOOL

'RESPECT, TRUST, SERVICE'

Our School is a place where all know that they are safe, loved and can flourish as children of God.'

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
Qualifications & Training	<ul style="list-style-type: none"> Primary teaching qualification. Degree. Commitment to continuing professional development. Evidence of recent relevant professional development. 	<ul style="list-style-type: none"> Further study, qualification, or professional accreditation. 	<ul style="list-style-type: none"> ✓ Application
Experience	<ul style="list-style-type: none"> Recent relevant teaching experience in more than one primary key stage. Successful innovative and effective teaching experience. Experience of leadership at a whole-school or significant phase/subject level. 	<ul style="list-style-type: none"> Evidence of experience of leadership in a range of contexts or schools. 	<ul style="list-style-type: none"> ✓ Application ✓ Reference
Skills & Knowledge	<ul style="list-style-type: none"> Secure knowledge of the primary curriculum and assessment. Strong understanding of effective teaching and learning approaches. Inclusive and adaptive teaching practice Excellent verbal and written communication skills. Skilled use of data to inform teaching and learning Commitment to safeguarding children. Ability to build strong professional relationships. Experience of curriculum leadership and external partnership working. 	<ul style="list-style-type: none"> Knowledge of curriculum innovation and change management. 	<ul style="list-style-type: none"> ✓ Interview ✓ Application ✓ Reference ✓ Task
Personal Qualities	<ul style="list-style-type: none"> Commitment to the Christian vision, values and ethos of a Church of England school. Integrity, moral purpose and service. Resilience and adaptability under pressure. Professional generosity, empathy and emotional intelligence. Reflective and improvement-focused mindset. Willingness to contribute to the wider life of the school and Trust. 		<ul style="list-style-type: none"> ✓ Interview ✓ Application ✓ Reference ✓ Task
Faith commitment	<ul style="list-style-type: none"> Good understanding of Church of England education and commitment to upholding Christian values. 	<ul style="list-style-type: none"> Active membership of a Church, supported by a faith reference where appropriate. 	<ul style="list-style-type: none"> ✓ Application ✓ Reference

Leadership Skills	<ul style="list-style-type: none"> • Ability to uphold the school's Christian vision • Effective deputising for the Headteacher • Strategic and operational leadership capability • Ability to hold staff to account • Experience of leading staff development and school improvement priorities 		<ul style="list-style-type: none"> ✓ Interview ✓ Application ✓ Reference
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Equal Rights

Our school is an equal rights employer. We require our governors and employees to follow our equality policies and to follow all statutory requirements concerning age, race, religious, sex, sexual orientation and disability discrimination. We respect and protect the rights of people with disabilities both in terms of equal opportunity for employment and access to the school's services.

Disabled Applicants

Disabled applicants are guaranteed an interview if they meet the essential requirements of the Personnel Specification. As an equal rights employer our school is committed to make any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.

