

Headteacher Person Specification

Experience and Leadership

- Successful experience as a Headteacher or Deputy Headteacher in a maintained or independent secondary school
- Development of good and outstanding teaching
- Leading the achievement of outstanding outcomes across the full range of student abilities
- Successfully leading change through a major educational initiative or project
- Managing budgets
- Appointing, managing, motivating and developing staff
- Using data and broader information to manage the progress of students in more than one subject
- Leading an effective curriculum team in a secondary school
- Working with governors

Professional knowledge

- Effective use of school improvement planning and multi-level self evaluation
- Use of management structures and resources to achieve high standards
- Effective support for students' pastoral and emotional needs
- Current educational issues and developments, especially curriculum developments
- Understanding of the local and national political, social, and economic environment

Skills

- An excellent classroom practitioner who leads by example
- Develops, articulates and maintains a clear vision and leads others to plan and deliver it
- High level communication skills that inspire and motivate children and adults
- Improves and maintains levels of attainment and success
- Makes effective use of advice and information to review, monitor and evaluate progress and performance
- Leads, coordinates and delegates
- Thinks both strategically and operationally, according to the situation
- Analyses, evaluates and uses data to support decision making
- Manages change and works well as a team leader and team member
- Manages the performance of others effectively

Attributes

- Creates robust, trusting, honest, and supportive relationships within and between all stakeholders
- Flexible, resourceful and spiritually strong
- Displays moral, intellectual and personal integrity and authority
- Shows determination, optimism and resilience in the face of challenges and set-backs
- Is committed to equality of opportunity, community cohesion and pupil social mobility

Qualifications

- Qualified to at least degree level.
- Qualified teacher status.
- Recent, relevant professional development.