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# Principal - Person Specification

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|  | **MOA** |
| **KNOWLEDGE/QUALIFICATIONS** |  |
| Graduate with Qualified Teacher Status | A/C |
| Up to date knowledge in subject, national policy, pedagogy, classroom management strategies, research/inspection findings and statutory requirements | A/I |
| Comprehensive knowledge and implementation of effective performance management | A/I |
| Good understanding of the expectations of external validations : Ofsted /SIAMS | A/I |
| **EXPERIENCE** |  |
| Proven track record of successful school improvement and leadership | A/I/R |
| An excellent classroom practitioner with the highest expectations for the welfare and progress of all children | A/I/R |
| Have a thorough understanding of curriculum development | A/I/R |
| Experience of monitoring and improving the quality of teaching and learning | A/I/R |
| Proven experience of developing good working relationships with all stakeholders | A/I/R |
| Proven experience in the analysis of performance data for the purposes of target setting and evaluation | A/I/R |
| Demonstrate experience of whole school strategic and financial planning | A/I/R |
| Proven experience of accurate self-evaluation and school improvement planning | A/I/R |
| Have a proven commitment to excellent and respectful behaviour from the whole school community | A/I/R |
| **SKILLS** |  |
| Demonstrable ability to work effectively in a wide range of partnerships to achieve academy improvements | A/I/R |
| Ability to promote and model the Christian distinctiveness of the academy | A/I |
| Proven ability to lead and manage significant whole school initiatives | A/I/R |
| Excellent management, motivational and communication skills | A/I/R |
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| Proven ability to lead, manage and co-ordinate staff through an effective team based approach | A/I |
| Ability to understand complex organisations and work with clearly  defined line management and supervision structures | A/I/R |
| Ability to monitor and evaluate the work of others; to offer support  and intervention where necessary | A/I/R |

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| **BEHAVIOUR AND OTHER RELATED CHARACTERISTICS** |  |
| A commitment to achieving the highest standards for children in all aspects of school life | A/I |
| A commitment to ensure the Christian foundation permeates the life and work of the academy | A/I |
| A commitment to working collaboratively with the Trust | A/I |
| A commitment to working collaboratively with schools within the Trust and beyond | A/I |
| Ability to work on own initiative and be pro active | A/I/R |
| Demonstrate excellent inter personal skills | I/R |
| Ability to motivate and empower staff | A/I/R |
| Ability to forge effective links with the local community | A/I/R |
| Work in ways that promote equality of opportunity, participation, diversity and responsibility | A/I |
| A commitment to abide by and promote Equal Opportunities | A/I |
| A commitment to ensure to all aspects of Health and Safety are compliant and are under constant review | A/I |
| A commitment to safeguarding and promoting the welfare of children and young people | A/I |
| The post holder will require an enhanced DBS | C |

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| Key: | |
| MOA  A  I R  C | Method of Assessment  Application  Interview and assessment Reference  Certificate |