**PERSON SPECIFICATION**

**HEADTEACHER**

The person specification shows the abilities and skills you will need to carry out the duties in the job description. Short-listing will be carried out on the basis of how well you meet the requirements of the person specification. **You should indicate clearly how you meet each of the requirements with examples when you complete your application form and supportive statement.** If you are selected for interview the recruitment and selection procedure will collect evidence from any of the following activities:

|  |  |  |  |
| --- | --- | --- | --- |
| **A** | **Application Form** | **T** | **Tasks** |
| **SS** | **Supportive Statement** |
| **I** | **Interview** | **M** | **Monitoring and evaluating classroom practice through a joint lesson observation.** |
| **P** | **Presentation** |  |

**A. QUALIFICATIONS**

1. Qualified teacher status (A)
2. NPQH accreditation, or working towards it, or serving Headteachers who are exempt (A)

**B. EXPERIENCE**

1. Experience of developing a strong vision and inspiring others to work towards it (SS,P,T).
2. Experience at senior manager level of effectively leading and managing people (SS, I).
3. Proven track record in developing and implementing solid technology based teaching frameworks to deliver improved teaching outcomes. (SS, I)
4. Experience in and commitment to distributed leadership and building future leaders (SS,I,T).
5. Experience in leading and managing complex projects effectively (SS,I).
6. Experience of working in a pressured environment (SS,I,T).
7. A successful track record of devising innovative solutions to problems (SS,I,P,T).
8. A proven track record in developing and implementing strategies which have improved and enhanced educational standards.(SS,I,M,T).
9. Experience of monitoring the curriculum to ensure inclusion and access for all pupils.(SS,I,M).
10. Experience of using a range of evidence to support, monitor and evaluate performance. (SS,I,M,T).
11. Experience of undertaking whole school self-evaluation and performance monitoring including using data to analyse performance. (SS,T,I).
12. Experience of strategic financial planning, budgetary management and resource allocation that supports excellent teaching and learning. (SS,I,T).
13. Experience of / ability to work successfully in a school improvement role e.g. as a Local Leader of Education/LA School Improvement work etc.(SS,I).
14. A record of recent professional development that has helped prepare you for this position.

**C. KNOWLEDGE AND SKILLS**

1. Ability to lead, motivate and inspire children and staff (SS,I).
2. A passion for continuous improvement (SS, I,P).
3. An innovative and creative approach to improving education (SS, I,P).
4. Excellent written and oral communication skills (A,SS, I,P,T,M).
5. A high level of numerical ability (SS,T).
6. Good skills in analysing and interpreting data (SS,T).
7. Sound financial management skills (SS,T).
8. Ability to develop and implement strategies to improve effective teaching and learning. (SS, M,T).
9. Ability to collaborate with others, both internally and externally, to secure the best outcomes for pupils.(SS,I,P,T).
10. A commitment to safeguarding and promoting the welfare of children (SS, I).
11. Ability to develop effective relationships with all stakeholders, including pupils, governors, parents, carers, local government and the wider community.(SS,I).
12. A good understanding of the legal issues and guidance relating to managing a school.(SS,I).
13. A good understanding of current legislation and policy in an educational environment (SS,I).
14. A passion and knowledge of emerging technologies and how they can improve the quality of teaching and learning. (SS, I).
15. A commitment to maintaining outstanding music provision (SS,I).
16. Ability to analyse relevant data to monitor pupils’ progress, set and achieve ambitions, challenge goals and targets and identify areas for improvement with the focus on every pupil achieving their full potential (SS,I,T).