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**Eden Park Academy**

**Enrich, engage and empower**

During a child's time at Eden Park, we want their learning journey to be a rich experience that prepares and develops them for future learning. We seek to use first hand experiences and opportunities wherever possible to make sure that learning is meaningful. We use a wide range of teaching strategies to ensure the needs of every learner are met and developed and we continuously reflect and develop our own practice to ensure this aim. We strive to provide a curriculum that develops the whole child and allows for personal, social, spiritual, cultural and moral growth.

***Engage***

We engage children in a stimulating and creative curriculum, providing a safe and secure learning environment where all confidently embrace challenge.

***Enrich***

We enrich the life of every child through a meaningful and purposeful learning journey, which takes children beyond their immediate experience to new and exciting opportunities.

***Empower***

We empower children to become resilient, responsible and active members of the community, using their voice to make a positive contribution to an ever-changing society.

**Head teacher Person Specification**

The person specification below shows the key abilities and skills we are looking for in our new Head teacher. The selection panel will shortlist candidates on the basis of how well they meet the requirements of this person specification. We are looking for candidates who demonstrate knowledge and understanding of each area, and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in a school context.

**Selection Criteria**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Criteria** | Description | **Essential (E) / Desirable (D)** | **Shortlisting** | **Interview** | **Task** | **Presentation** |
| **Qualifications** | Qualified teacher status | E | x |  |  |  |
| NPQH or further professional qualification | D | x |  |  |  |
| **Experience** | Successful experience as a deputy head or head teacher. | E | x | x |  |  |
|  | Successful teaching experience of the age range served by the school. | E | x |  | x |  |
|  | Experience of working in an area of deprivation | D | x |  |  |  |
|  | Experience of working with child protection and SEND at scale | D | x | x |  |  |
|  | Experience of working in a MAT or other partnership | D | x | x |  |  |
| **Strategic Direction and Development of the School** | Ability to provide clear educational vision and direction and lead by example | E |  | x |  | x |
|  | Ability to formulate aims, policies and plans and monitor, evaluate and review the impact of these. | E |  |  | x | x |
|  | Ability to work in partnership with the governing body | E |  | x |  |  |
|  | Evidence of introducing effective strategies for improvement | E | x |  | x | x |
|  | Knowledge of current educational developments. | E | x |  | x | x |
|  | Knowledge of statutory requirements | E | x |  | x | x |
|  | Experience of Leading, Coaching and Managing Staff | E |  |  | x |  |
|  | Ability to lead, manage and inspire the whole school community | E |  |  | x | x |
|  | Ability to plan, allocate, delegate, support and evaluate work undertaken by groups, teams and individuals. | E |  |  | x |  |
|  | Successful experience of leading CPD for staff. | E | x |  | x | x |
|  | Ability to consult and negotiate effectively with different stakeholders involved with the school, including pupils. | E |  |  | x |  |
| **Standards** | Experience of raising standards | E | x | x |  |  |
|  | Ability to collect, analyse and use data on pupils’ progress and performance to raise standards, using appropriate systems including ICT. | E |  |  | x |  |
|  | Ability to set and achieve challenging targets for the school, teachers and pupils. | E | x | x |  | x |
| **Teaching and Learning** | Understanding of the principles of effective teaching and learning and the ability to promote a culture or learning throughout the school. | E |  |  | x |  |
|  | Understanding of the principles of how to engage children through an exciting and stimulating curriculum. | E |  | x | x |  |
|  | Successful experience of reviewing and developing the curriculum. | E |  | x | x |  |
|  | Understanding of the role and impact of assessment in learning. | E |  | x | x |  |
|  | Successful experience of monitoring, evaluating and improving the quality of teaching and learning. | E |  | x | x |  |
|  | Successful experience of promoting the personal, social, moral, cultural and spiritual development of pupils. | E | x |  |  | x |
| **Ethos and Inclusion** | Ability to create and maintain an environment which promotes good behaviour, discipline and celebrates success. | E | x | x | x |  |
|  | Understanding of the factors which create barriers to learning and ability to implement appropriate strategies for reducing inequalities and promoting social inclusion. | E | x | x | x |  |
| **Relationship with Parents and the wider Community** | Successful experience of creating and maintaining effective partnerships with parents and the community, to enhance pupils learning. | E | x | x |  |  |
| **Deployment of Staff and Resources** | Ability to set, interpret, monitor and manage a budget. | D | x |  | x |  |
|  | Ability to manage, monitor and review the use of all available resources, ensuring best value | D | x | x |  |  |
|  | Experience of recruiting, selecting and deploying staff. | E | x | x |  |  |
| **Suitability to work with children** | Ability to form and maintain appropriate professional relationships with children and young people. | E | x | x | x | x |
|  | Experience of working with challenging pupil behaviours. | D | x |  | x |  |
| **Other Skills and Abilities** | Ability to manage time well and work under pressure to deadlines. | E | x | x | x | x |
|  | Effective ICT skills. | D | x |  |  | x |
|  | Effective interpersonal, communication and presentation skills; both written and oral. | E | x | x | x | x |
|  | Being an effective listener with an approachable manner | E |  | x | x | x |