**PERSON SPECIFICATION**

**Job Title: Head of School – The Ongar Academy**

**Position Reports To: Executive Head Teacher/CEO**

**Line Management of: Senior Leadership Team & staff at The Ongar Academy**

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| **ESSENTIAL** | **DESIRABLE** |
| **QUALIFICATIONS** |
| * Qualified teacher status
* Degree
 | * NPQH or equivalent training
* Further relevant professional studies, post-graduate or professional qualifications
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| **EXPERIENCE** |
| * Senior leadership experience as Head of School or Deputy Head
* Ability to develop a shared vision
* Proven ability to establish effective improvement strategies at whole school level to raise standards for pupils of all abilities
* Use of innovative approaches to the development of teaching and learning, including assessment for learning
* Experience of Ofsted processes
* Leadership in staff professional development
* Leadership in pastoral/student personal development, within a robust safeguarding culture
* Successful partnership working with other schools, relevant service agencies and stakeholders
* Successful experience of human and financial resource management
 | * Outstanding classroom practitioner
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| **KNOWLEDGE SKILLS & ABILITY** |
| * Demonstrable ability to manage the process of change effectively
* Thorough knowledge and understanding of national priorities, current curriculum developments and an ability to design and implement an innovative curriculum based on students’ needs
* In depth knowledge of best practice in teaching and learning, including the use of the latest technologies, to support student achievement
* Ability to plan strategically and to monitor, evaluate and review all aspects of the academy
* Demonstrable ability to lead, motivate, develop and inspire a talented, dynamic and hard- working staff team and to encourage pupil and parental involvement
* Knowledge and understanding of the principles and practices of appraisal for all staff
* Ability to analyse and interpret pupil data and set challenging but realistic performance targets
* Ability to develop an ethos and structure for managing behaviour which enables children to achieve their full potential
* Ability to work effectively as part of the school team and with Executive Head/ Directors, Governors, students, parents/carers, other key stakeholders including Trade Unions and partners beyond the education sector
* Ability to build a clear vision for the school
* Ability to work effectively with key partners to sustain and further develop the academy as a community resource
* Ability to think strategically, creatively and to prioritise
* Excellent communication (including written, oral and presentation skills) and interpersonal skills
* Willingness to learn from others and to both seek and take advice
 | * Ability to proactively engage a network of external relationships and networks
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| **EQUALITY, INCLUSION & SAFEGUARDING ISSUES** |
| * Demonstrable knowledge and understanding of

 equality issues and legislation* Demonstrable commitment to equality of opportunity and inclusive education
* Ability to develop an appropriate environment which ensures the safety of all users of the academy, within a culture of robust safeguarding procedures
 | * Experience of organising collaborative partnerships with other service providers to meet the needs of the whole child
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| **OTHER REQUIREMENTS** |
| * Ability to lead the School within the shared ethos of a wider trust
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