

Person Specification

Headteacher

(E – Essential; D – Desirable)

Knowledge

Specification	E/D	App Form	Test	Interview
Strong understanding of school improvement strategies including school self-evaluation, development planning and delivery, and the role of OFSTED.	E	Y	N	Y
Current knowledge and understanding of statutory requirements and good practice (to include: Health and Safety; Data Protection; the Equality Act; Disability Discrimination Act and Keeping Children Safe in Education) and the ability to apply these to the management of the school and the welfare of those that work, attend, or visit there.	E	Y	N	Y
Knowledge and understanding of what makes an effective 11-16 school curriculum and 16 to 19 study programme.	E	Y	N	Y
Knowledge of the wider education agenda including national policies and educational issues.	D	N	N	Y

Experience

Specification	E/D	App Form	Test	Interview
Proven experience of successful UK secondary school leadership at a senior level.	E	Y	N	Y
Delivery of whole-school improvement by raising standards through managing change.	E	Y	N	Y
Promotion of outstanding behaviour through a range of strategies.	E	Y	N	Y
Demonstrable understanding of financial management including budgetary scrutiny and experience of maximising funding.	D	Y	N	Y
Resolving conflict at all levels.	D	Y	N	Y
Managing and prioritising in a high-pressure environment.	D	Y	N	Y
Working closely and effectively with parents, students, governors, external agencies and other stakeholders.	D	Y	N	Y

Turning a vision into a reality by using strategic thinking with inspirational and persuasive leadership.	D	Y	N	Y
Performance management and the ability to give and receive feedback.	D	Y	N	Y
Outstanding teaching with recent student contact through classroom teaching.	D	N	Y	Y

Personal Qualities

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Ability to embrace and develop the ethos of the school and develop it through strategic and visionary thinking.	E	Y	N	Y
Outstanding leadership and management skills and the ability to act as an inspirational role model for staff and students.	E	Y	N	Y
Ability to build an effective team and develop the talents of others.	E	Y	N	Y
Incisive analytical skills.	E	Y	Y	N
Strong personal integrity and resilience.	E	Y	N	Y
Strong interpersonal skills.	D	Y	N	Y
Confident and effective public speaking.	D	N	Y	N

Qualifications

Specification	E/D	App Form	Test	Interview
Degree or equivalent.	E	Y	N	N
Qualified Teacher Status.	E	Y	N	N
Higher Degree and/or NPQH.	D	Y	N	N