**PERSON SPECIFICATION**

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|  | ESSENTIAL | DESIRABLE |
| Education / training | * Qualified teacher | * Recent leadership CPD * Previous experience of a senior leadership role |
| Experience | * Evidence of successful leadership of a whole school initiative * Evidence of significant positive impact on the outcomes of students, including those who fall into vulnerable and high need categories * Experience of working in a high school setting |  |
| Specialist knowledge / skills | * Evidence of strategic planning and delivery * Team leadership skills and a proven ability to get the best from others * Capacity to manage significant workloads to agreed deadlines * Ability to analyse and evaluate data * Previous line management experience | * Experience of whole school responsibility |
| Personal skills | * Willingness to take ownership of whole school aspects * Excellent attention to detail * Well organised and team spirited * Outstanding communication skills * Professional resilience * Enthusiastic and an outstanding role model for students | * Commitment to lifelong learning |
| General | * Excellent understanding of safeguarding guidance | * A good understanding of school policies |