**PERSON SPECIFICATION**

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|  | ESSENTIAL | DESIRABLE |
| Education / training | * Qualified teacher
 | * Recent leadership CPD
* Previous experience of a senior leadership role
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| 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
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| 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
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| 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
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| General | * Excellent understanding of safeguarding guidance
 | * A good understanding of school policies
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