**Headteacher Person Specification**

**SECTION 1 – Qualifications and requirements**

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| **Criteria** | **Essential** | **Desirable** | **How Assessed** |
| 1.1 Qualified teacher status | \* |  | Application form |
| 1.2 NPQH qualified | \* |  | Application form |
| 1.3 Substantial successful teaching experience within the Secondary phase | \* |  | Application form and  reference |
| 1.4 Successful senior leadership experience with evidence of raising standards | \* |  | Application form,  interview and reference |
| 1.5 Wide experience in a number of schools and/or varied roles |  | \* | Application form,  interview and reference |

**SECTION 2 – Professional experience and knowledge**

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| **Criteria** | **Essential** | **Desirable** | **How Assessed** |
| 2.1 Evidence of effective strategic, financial and resource management | \* |  | Application form,  interview and reference |
| 2.2 Evidence of a strong contribution to raising standards in current post | \* |  | Application form,  interview and reference |
| 2.3 Excellent knowledge of the Estyn Inspection Framework, or equivalent | \* |  | Application form and  interview |
| 2.4 Experience as an Estyn school inspector or equivalent |  | \* | Application form and  interview |
| 2.5 Experience of a recent inspection |  | \* | Application form and  interview |
| 2.6 A clear understanding of staff development and the role of Performance Management in raising standards | \* |  | Application form and interview |
| 2.7 Have a good understanding of the secondary curriculum in Wales and its future development | \* |  | Application form and  interview |

**SECTION 3 - Personal aptitudes, qualities and skills**

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| **Criteria** | **Essential** | **Desirable** | **How Assessed** |
| 3.1 Ability to plan strategically to deliver a school vision, ethos and priorities | \* |  | Application form and  interview |
| 3.2 Ability to lead, influence and manage change | \* |  | Application form and interview |
| 3.3 Ability to communicate, inspire and motivate staff, students and parents using excellent interpersonal skills | \* |  | Application form,  interview and reference |
| 3.4 Proactive, innovative and versatile with high level of resilience and integrity | \* |  | Application form,  interview and reference |
| 3.5 Ability to reflect on own practice and manage own personal development | \* |  | Application form and  interview |
| 3.6 The ability to speak Welsh or a commitment to learn |  | \* | Application form and  interview |

**SECTION 4 – Leadership and management**

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| **Criteria** | **Essential** | **Desirable** | **How Assessed** |
| 4.1 A high profile role model with a strong visible presence that commands respect | \* |  | Application form and  interview |
| 4.2 Experience of working collaboratively with a Governing Body | \* |  | Application form and  interview |
| 4.3 Substantial experience of improving student behaviour and attendance | \* |  | Application form and  interview |
| 4.4 In-depth knowledge of safeguarding guidelines | \* |  | Application form and  interview |
| 4.5 A commitment to, and vision for, working with the wider community | \* |  | Application form,  interview and reference |
| 4.6 A commitment to working in partnership with external agencies, the local authority and the Regional School Improvement Service(GwE) | \* |  | Application form and  interview |
| 4.7 The experience to work with local schools both primary and secondary, and all post 16 providers | \* |  | Application form and  interview |
| 4.8 Substantial experience of using school improvement planning to significantly impact on standards. | \* |  | Application form and  interview |
| 4.9 Ensuring accountability of staff at all levels | \* |  | Application form and  Interview |
| 4.10 Be able to understand the financial management of a school and manage education budgets accordingly | \* |  | Application form and  interview |

**SECTION 5 – Leading learning and teaching**

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| **Criteria** | **Essential** | **Desirable** | **How Assessed** |
| 5.1 Ability to monitor, evaluate and improve performance while sustaining staff motivation | \* |  | Application form and  interview |
| 5.2 Experience of developing and leading curriculum initiatives | \* |  | Application form and  interview |
| 5.3 A commitment to student-centred, inclusive education | \* |  | Application form and interview |
| 5.4 Experience of achieving success with pupils that have specific learning need | \* |  | Application form and  interview |
| 5.5 Experience of challenging the most able of learners to aspire to the highest levels of  achievement | \* |  | Application form and  interview |
| 5.6 A strong commitment to continuing professional development for all staff | \* |  | Application form and  interview |
| 5.4 Experience of promoting the role of parents in their child’s education | \* |  | Application form and  interview |

**SECTION 6 – Securing accountability**

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| **Criteria** | **Essential** | **Desirable** | **How Assessed** |
| 6.1 Experience of managing rigorous internal and external reviews | \* |  | Application form and  interview |
| 6.2 Experience of securing improved outcomes by working with Governing Bodies | \* |  | Application form and interview |
| 6.3 Experience of successfully working with a school improvement professional or similar person to raise standards | \* |  | Application form and  interview |