**Principal Person Specification**

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| **Criteria** | **Essential** | **Desirable** | **Sources of Evidence** |
| **Education, Qualifications and Professional Development** | * honours degree
* qualified teacher status
* evidence of continuous personal/professional development
 | * evidence of post-graduate study or research
* NPQH
 | * application form
* certificates
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| **Experience** | Evidence of success in:* effective leadership in a secondary school
* working in a number of roles at senior leadership level as Assistant Head/ Deputy Head or Headteacher
* delivering a vision through strategy and action
* creating and developing policy
* promoting outstanding teaching and learning and the highest levels of achievement
* monitoring and evaluating teaching and learning to ensure that standards are consistently high
* leading and developing the curriculum
* project management to plan and implement change
* the effective management of people and resources, including budgetary responsibility
* motivating, integrating and directing the school community
* developing and maintaining strong relationships and partnerships with the governing body, students, parents and other stakeholders
 | Evidence of success in:* curriculum and pastoral leadership
* more than one secondary school
* developing participation in a wider school experience
* encouraging and developing links with the wider community
 | * application form
* letter of application
* references
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| **Professional skills and knowledge** | Candidates will have:* knowledge of the key legal issues relating to the leadership and management of a school
* knowledge of national trends that could impact upon the school
* knowledge of models of learning and teaching
* understanding of attendance and behaviour management
* a passion for excellence in the learning process
* financial awareness and the ability to understand, plan and manage the budget
* the ability to analyse and interpret complex information and explain key elements in simple terms
* the ability to lead and communicate a shared vision for the school
* the ability to think strategically and to plan and implement change as necessary
* the ability to inspire, challenge and motivate others
* the ability to recognise and deal effectively with poor performance
* the ability to model the values and vision of the school and lead by example
* excellent oral and written communication skills
* a commitment to the promotion of the school’s ethos with reference to inclusion and diversity
* the ability to build effective working relationships and networks both within and outside the school
* the ability to demonstrate political insight and anticipate trends
 | Candidates may have:* the ability to promote and market the school

  | * letter of application
* selection process
* references
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| **Personal Qualities and Attributes** | * committed
* enthusiastic
* self-motivated
* well organised
* resilient
* works effectively under pressure
* inspires respect
* decisive with sound judgement
* emotionally intelligent
* a calm demeanour
 | * has a good work/ life balance
* an independent thinker
 | * selection process
* references
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