

**PERSON SPECIFICATION**

**PRIMARY CLUSTER HEADTEACHER – ‘WELLINGTON EAGLES PRIMARY ACADEMY’ AND ‘WELLINGTON PRIMARY ACADEMY’**

| **Category** | **Essential** | **Desirable** |
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| **Qualifications and Training** | * Honours degree * QTS * Recent management training * Evidence of effective continuous professional development | * Further relevant qualifications * NPQH |
| **Successful Experience** | * Previous Headship experience * Leading across the primary age range * Minimum of six years teaching experience * Minimum of three years at primary senior leadership level * Proven success in raising achievement * Substantial knowledge and understanding of learning and teaching at all Key Stages * Evidence of successfully leading, supporting and managing others, both individuals and teams, ensuring high quality performance * Monitoring and evaluating in order to provide performance data that can be used to improve the quality of pupil progress * Initiating and implementing inclusive strategies to engage pupils in learning * Evidence of knowledge and understanding of special educational needs * Effective management of change * Use of technology to improve systems that raise pupil achievement * Effective line management of other staff * Significant evidence of leading staff development * Effective budget management * Clear presentation to groups of stakeholders: teachers, managers, governors and parents | * Teaching in more than one key stage * Experience of working with an intake that is at or below national averages in terms of prior attainment * Experience of working with an intake that has a relatively high proportion of pupils with SEND * Experience of multi-agency co-ordination in order to remove barriers to learning and participation * Presenting in local, regional or national education forums * Working in an academy and Multi Academy Trust |
| **Expertise** | * Outstanding teaching ability with a proven track record of excellent results * An understanding of how children learn and the personalisation of curriculum for different groups * Excellent working knowledge of current safeguarding legislation and guidance * Ability to think strategically and to identify and implement strategies to raise standards * Ability to enhance performance by motivating and developing staff * Able to develop and implement whole academy policy * Strong analytical, problem-solving, project management and data handling skills * Confident use of ICT communication skills * Effective leadership of whole school developments relating to learning and teaching and/or self-evaluation * Secure knowledge of latest the Ofsted criteria * Up-to-date knowledge and understanding of the current national education landscape * Evidence of being able to build and sustain effective working relationships with pupils, staff, parents and other professionals * Evidence of working with school parents’ groups and the wider community * Excellent knowledge and understanding of diversity and equality requirements * Excellent strategies for behaviour management * A dedication to high academic standards * A belief in working in partnership and as part of an established team * Very good literacy and numeracy skills * Some experience of whole school budgeting |  |
| Personal Attributes | * Empathy and a positive regard for young people * A fundamental commitment to a belief that every pupil matters * Able to articulate what “outstanding” education looks like and proven ability to develop outstanding practice * Ability to communicate persuasively with pupils individually and collectively * Enthusiasm for and commitment to the achievement of the Academy’s overall vision * Energy, tenacity, resilience and determination * Dedication and a willingness to work hard * Flexible, adaptable and able to prioritise * A persona that invites respect from the academy and local community * Ability to think creatively and push oneself to develop new ideas * Creativity and enthusiasm to promote a positive academy image to the local and national community * Emotional intelligence; adaptable to differing situations, with a clear sense of humour * Ability to lead and manage own work effectively and take responsibility for own professional development * Comfortable with outstanding practice * Able to build and maintain effective relationships through effective interpersonal skills * Able to inspire, challenge, motivate and empower others and build on current good practice whilst moving the academy forward with vision and vigour * Capable of developing effective teamwork and contributing effectively to a range of teams * High expectations of self and others * Manage and resolve conflict * Work under pressure, maintaining a sense of perspective and humour * Commitment, honesty, dedication, reliability and integrity * Ability to manage own time effectively * Sense of humour * Outstanding references |  |