

**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
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| **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
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| **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
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| 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
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