**Person Specification**

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| **Essential** | **Desirable** |
| Qualified to degree level |  |
| Qualified to teach in the UK |  |
| Experience of school leadership at senior level for a minimum of 2 years | Experience as a Head or Principal |
| Experience and knowledge of working with pupils with Autism | Level 5 Autism Qualification |
| Effective management style that encourages participation, innovation and confidence |  |
| Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance |  |
| Ability to develop the leadership skills of others |  |
| Strong interpersonal, written and oral communication skills  | A published writer/author  |
| Takes personal responsibility for their own actions  |  |
| Resilience and motivation to lead the school through day-to-day challenges while maintaining a clear strategic vision and direction  |  |
| Genuine passion and a belief in the potential of every student  |  |
| Motivation to continually improve standards and achieve excellence | Completed relevant compliance/Ofsted/ISI inspection training or led a school from non-compliance through to compliance  |
| Commitment to the safeguarding and welfare of all pupils. |  |
| Vision aligned with Gretton’s high aspirations and high expectations of self and others |  |
| Clear vision and understanding of how to implement and sustain high quality education. This includes strategically leading all aspects of the school such as training, curriculum, learning, administration, finance and communication. |  |
| Clear vision and understanding of the strategies to establish consistently high standards of behaviour in a school and commitment to relentlessly instilling these strategies | Knowledge of theories of behaviour |
| Excellent organisational skills and ability to delegate  |  |
| Use of data to inform and diagnose weaknesses that need addressing |  |
| Ability to work collaboratively with partner stakeholders, agencies and peers within Cavendish Education |  |

This post is subject to an enhanced Disclosure and Barring Service check. Cavendish Education and Gretton School are committed to safeguarding and promoting the welfare of children and young people. In order to meet this responsibility, we follow a rigorous selection process.