

HEADTEACHER PERSON SPECIFICATION

SPECIFICATION	ESSENTIAL	DESIRABLE	HOW ASSESSED
Qualification	<ul style="list-style-type: none"> • First degree or equivalent • Qualified Teacher Status • Recent and relevant CPD 	<ul style="list-style-type: none"> • NPQH • Further relevant study 	<ul style="list-style-type: none"> • Application • Checked by original documentation
Experience	<ul style="list-style-type: none"> • Successful senior leadership within secondary school setting resulting in sustained improvement • Proven track record of managing effective and meaningful school self-evaluation • Development and implementation of effective community cohesion strategies • A record of implementing change programmes to raise standards in teaching and learning, quality of provision and outcomes • Recruiting, retaining and developing a skilled and effective team • Motivating the team to achieve its full potential • Significant experience of leading and managing a team of staff • Financial and business management including HR, premises, health and safety and risk management. • Developing and sustaining positive relationships with a wide range of internal and external stakeholders, particularly parents and carers 	<ul style="list-style-type: none"> • Experience in a school with a multi-cultural and multi-lingual population 	<ul style="list-style-type: none"> • Application • Interview • References
Knowledge and understanding	<ul style="list-style-type: none"> • Knowledge and understanding of education policies and practices and applying them in school • Keeping up-to-date with current thinking in education • Knowledge and understanding of all aspects of multi-professional and multi-agency working and the ability to translate this into effective practice • Ability to analyse and use data to establish benchmarks and set challenging targets for improvement • Ability to implement the school's vision, supported by a clear strategic plan, targets and goals 		<ul style="list-style-type: none"> • Application • Interview • References

	<ul style="list-style-type: none"> • Ability to initiate and maintain innovative and effective curriculum design and delivery including curriculum models, planning, teaching, learning and assessment strategies • Demonstrate an understanding of young people who come from a variety of different backgrounds, an ability to communicate with them, and to respond effectively to their needs and expressed views • Understands and values the contribution of all staff 		
Skills and personal attributes	<ul style="list-style-type: none"> • Clear and committed strategic vision • High-level inter-personal and intra-personal skills • Able to employ a range of leadership and management styles and approaches • Resilience, energy, enterprise and passion, treating challenges as opportunities • Ability to work well under pressure and manage time effectively • Ability to manage challenging behaviour effectively • Professional integrity and ethical leadership • Flexibility – willingness to work according to the needs of the school and pupils which may involve late hours, weekends and school holidays • Provision of inspirational leadership with a 'can-do' attitude, to generate high expectations, aspiration, enthusiasm and commitment • Strong negotiating and influencing/communication skills • Drive and ambition in promoting the best for all students, using intensive and targeted support but in a "no-excuses" culture • Maintain own continuous professional development • Promote lifelong learning in self and others 		<ul style="list-style-type: none"> • Application • Interview • References
Equal opportunities	<ul style="list-style-type: none"> • A commitment to equal opportunities for all 		<ul style="list-style-type: none"> • Application • Interview • References
Safeguarding	<ul style="list-style-type: none"> • A commitment to safeguarding and promoting the physical and emotional health and well-being of children and young people 		<ul style="list-style-type: none"> • Application • Interview • References
Other requirements	<ul style="list-style-type: none"> • A belief in the power of education to transform lives and social mobility • A belief in the right of children and young people to a high quality education • A belief in the "high challenge, low threat" method of management 		<ul style="list-style-type: none"> • Application • Interview • References

Contra Indicators

Criminal convictions involving offences against children

(Enhanced DBS check, Prohibition order check, Section 128 check and online search will be carried out during the interview process)