

ST MARTIN'S SCHOOL HEADTEACHER PERSON SPECIFICATION

Criteria	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> Degree Teaching qualification 	<ul style="list-style-type: none"> Higher qualification in education and/or management 	<ul style="list-style-type: none"> Application form Certificates
Experience	<ul style="list-style-type: none"> Significant experience at senior leadership level Proven track record of raising educational standards 	<ul style="list-style-type: none"> Experience in at least two schools Curriculum or pastoral experience at senior management level 	<ul style="list-style-type: none"> Application form Letter of application Selection process References
Leading Learning & Teaching	<ul style="list-style-type: none"> Ability to lead and inspire high quality learning and teaching Ability to inspire, demonstrate and support the highest of expectations for all Take a strategic role in the development of new and emerging technologies and extend the learning experience of pupils Commitment to include and make a difference for every child 	<ul style="list-style-type: none"> Proven experience of implementing curriculum changes 	<ul style="list-style-type: none"> Letter of application Selection process References
Developing Self and Working with Others	<ul style="list-style-type: none"> Skill to set appropriate and challenging targets Capability to make and take decisions and delegate appropriately Commitment to the encouragement, empowerment and training of staff Commitment to own self development 		<ul style="list-style-type: none"> Letter of application Selection process References
Managing the Organisation	<ul style="list-style-type: none"> Capacity to build on and manage high performance teams Ability to use strong and effective management systems underpinned by clear communication Ability to produce and implement appropriate improvement plans and policies Commitment to the continuation of the school's strong links and partnerships with governors, staff, parents, pupils, the wider community, other schools and academies and international links Knowledge of financial management 	<ul style="list-style-type: none"> Experience of financial management 	<ul style="list-style-type: none"> Letter of application Selection process References
Securing Accountability	<ul style="list-style-type: none"> Ability to delegate responsibility with accountability Capacity to sustain the ongoing improvement of outcomes 		<ul style="list-style-type: none"> Letter of application Selection process References



Strengthening Community	<ul style="list-style-type: none"> • Ability to continue to develop the school's response to its changing community • Commitment to promoting community links and cohesion • Ability to recognise and build on the school's excellent multi-agency links 	<ul style="list-style-type: none"> • Experience of promoting community/multi-agency links 	<ul style="list-style-type: none"> • Letter of application • Selection process • References
Shaping the Future	<ul style="list-style-type: none"> • Capacity to recognise and build on the considerable successes of the school and formulate a vision for innovation and improvement • Sound knowledge of current and future educational developments • Experience of successfully leading change and inspiring others • Understanding and appreciation of the value that the school and the community places on its status 	<ul style="list-style-type: none"> • High profile in school and community • Proven track record of change management • Leading a school forward from one OfSTED category to another 	<ul style="list-style-type: none"> • Letter of application • Selection process • References
Safeguarding	<ul style="list-style-type: none"> • To ensure that the school is a safe place for staff, pupils and visitors • Commitment to safeguarding and promoting the welfare of children and young people 		<ul style="list-style-type: none"> • Letter of application • Selection process • References
Personal Qualities & Attributes	<ul style="list-style-type: none"> • Passionate about education • An effective communicator • Interpersonal awareness and concern for impact • Resilient and energetic • Firm and fair • Lead by example with high professional standards • Dynamic and motivational • A sense of proportion 		<ul style="list-style-type: none"> • Letter of application • Selection process • References

DATE: 8 NOVEMBER 2019

Recruitment and Selection Policy Statement

The Governing Body is committed to safeguarding our students against radicalisation and extremism and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.