

Person Specification – Head of School

Criteria	Essential	Desirable	Method of Assessment
Qualifications	- QTS (Secondary age range) - Honours Degree	Further professional qualification e.g. Leadership Pathways or NPQH	Application form
Experience	- At least 5 years teaching experience (secondary) - Consistently good or better teaching ability - Contributing to the effective raising of standards - Effective management and leadership of whole school developments - Demonstrable evidence of raising the standards of learning and teaching - Effective management of change - Use of technology to improve systems that raise student achievement - Effective line management of other staff - Minimum of 2 years Senior Leadership experience - Leading of INSET - Effective contribution to the SEF	- Teaching experience in more than one school - Experience of working in a wider context than an individual school - Effective collaboration with external agencies - Development of innovative learning and teaching - Experience of working in an urban school environment	- Application form - Letter - Interview
Professional Development	- Evidence of relevant further professional development - Performance management experience - Evidence of leading on the professional development of other staff		- Application form - Letter - Interview
Personal qualities, skills and characteristics	- Knows what outstanding looks like and the proven ability to develop outstanding practice - Build and maintain effective relationships through effective interpersonal skills - Excellent communication skills - Inspire, challenge, motivate and empower others - Think creatively to anticipate and solve problems - Build on current good practice whilst moving the school forward with vision and vigour - Develop effective teamwork and be able to contribute effectively to a range of teams - Think strategically and contribute to creating a coherent school vision		- Letter - Interview

Criteria	Essential	Desirable	Method of Assessment
	- Inclusive approach to education - High expectations of self and others - Manage and resolve conflict - Work under pressure, maintaining a sense of perspective - Commitment, honesty and dedication - Ability to manage own time effectively - Reliability and integrity - Resilience and tenacity		
Knowledge / special aptitudes	- Ability to drive forward the agenda of high standards across the school - Excellent use of data to improve standards - Knowledge of current educational trends, curriculum developments and educational initiatives - Some experience of curriculum and timetabling - Clear understanding of the ethos of a specialist school - A commitment to the principles of the Every Child Matters agenda - Excellent knowledge and understanding of diversity and equality requirements - Knowledge of latest Ofsted requirements relating to Learning, Teaching and Self-Evaluation - A belief in the role of independent learning in education with the ability to articulate and deliver this vision - Excellent strategies for discipline - A dedication to high academic standards - A belief in working in partnership and as part of an established team - Sound knowledge of 14-19 reform - Proven ability in the development of effective structures and systems - Ability to think strategically - Very good literacy skills - Some experience of whole school budgeting		- Letter - Interview
Other	- Excellent references - An ability to fulfil all spoken aspects of the role with confidence through the medium of English		Interview