

Principal – Person specification

Criteria	Description
Qualifications	<ul style="list-style-type: none"> • Graduate (with a good degree) plus formal Teaching Qualification or other relevant professional studies • Evidence of recent and relevant continued professional development in the fields of teaching and learning and education management
Experience	<ul style="list-style-type: none"> • Successful leadership and management experience in a school • Experience as a designated child protection officer. • Experience of teaching or leading Early Years and/or KS1 and/or KS2. • Involvement in school self-evaluation and development planning • Demonstrable experience of successful line management and staff development • Very good understanding of inclusion and related policy and practices.
Knowledge, skills and abilities	<ul style="list-style-type: none"> • Data analysis skills, and the ability to use data to set targets and identify weaknesses • Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve • Understanding of school finances and financial management • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others • Ability to build effective working relationships • Demonstrable ability to plan strategically and to lead, motivate, develop and inspire staff and to manage change. • Demonstrable commitment to equality of opportunity and inclusive education. • Understanding the challenges of a multi-ethnic community in the context of a primary academy. • Knowledge and understanding of principles and practices of performance management for all staff within an academy setting. • High level ability to analyse and interpret pupil performance data and set challenging but realistic targets for pupils and cohorts. • Thorough knowledge and understanding of current curriculum developments and how pupils learn. • Understanding of principles and demonstrable application of school improvement and school effectiveness. • Demonstrable ability to plan strategically and to lead, motivate, develop and inspire staff and to manage change. • Demonstrable knowledge and understanding of equality issues and legislation. • Able to integrate quality policies into service delivery and employment practices. • Ability to work under pressure and be resilient in the face of challenge. • Ability to prioritise. • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position