



## Person Specification

# Headteacher

Qualifications & Experience	Essential	Desirable
<ul style="list-style-type: none"> <li>• Qualified teacher status in the UK</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Serving or returning Headteacher or Deputy Headteacher</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Significant experience at senior leadership level within the secondary sector</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Experience of working in more than one school</li> </ul>		✓
<ul style="list-style-type: none"> <li>• Evidence of recent and appropriate professional development for the role of Headteacher</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• NPQH – or currently working towards it</li> </ul>		✓
Leadership & Management	Essential	Desirable
<ul style="list-style-type: none"> <li>• An enthusiastic leader, with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Ability to articulate clear vision for the academy and its development</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Ability to provide clear direction and shared purpose for staff and pupils</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Ability to inspire trust and confidence across the school and the community.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Understanding of the requirements and expectations of the Ofsted framework</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Knowledge and understanding of strategic financial planning and budgetary management in relation to their contribution to school improvement and pupil achievement</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Ability to delegate, manage and support the work of individuals and teams</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• An excellent communicator who is at ease with all stakeholders but particularly governors, parents, pupils and colleagues</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Ability to develop and sustain good relationships with staff, parents and governors</li> </ul>	✓	

Teaching & Learning	Essential	Desirable
<ul style="list-style-type: none"> <li>A leader of learning who demonstrates, promotes and encourages outstanding classroom practice.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Proven experience in leading teaching and learning for improvement</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Comprehensive knowledge of the curriculum</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Clear understanding and knowledge of what constitutes outstanding classroom practice and learning</li> </ul>	✓	
Monitoring & Evaluation	Essential	Desirable
<ul style="list-style-type: none"> <li>Understanding of methods of monitoring and evaluating school performance data, including interpretation and analysis</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Ability to convey the meaning of data accurately to a variety of audiences</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Successful experience of strategies to raise pupil achievement</li> </ul>	✓	
Personal	Essential	Desirable
<ul style="list-style-type: none"> <li>Clear understanding and appreciation of the role of a Headteacher</li> </ul>	✓	
<ul style="list-style-type: none"> <li>High expectations of self and others</li> </ul>	✓	
<ul style="list-style-type: none"> <li>The ability to work to tight deadlines and under pressure</li> </ul>	✓	
<ul style="list-style-type: none"> <li>An ability to use the full range of leadership skills and qualities, appropriate to the situation</li> </ul>	✓	
<ul style="list-style-type: none"> <li>An enthusiastic and motivational leader with strong morale building skills</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Resilience and determination coupled with the ability to support and show empathy</li> </ul>	✓	
<ul style="list-style-type: none"> <li>The highest levels of integrity and reliability</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Self-motivated and able to take the initiative</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Approachability</li> </ul>	✓	