

Person Specification

Post Title

Head of School

Date:

September 2020



Christ the King College

	Essential	Desirable
Qualifications/ Training	<ul style="list-style-type: none"> ● Qualified Teacher Status ● Evidence of relevant professional development ● Good honours degree ● Significant leadership and management training and development 	<ul style="list-style-type: none"> ● National Professional Qualification for Headship (NPQH) or equivalent further study ● Relevant further degree
Experience	<ul style="list-style-type: none"> ● Extensive experience within the secondary sector, including Sixth Form ● Successful leadership experience ● Experience as an effective Deputy or Assistant Headteacher in Secondary Education ● Involvement in monitoring and evaluation ● Experience of a range of successful teaching and learning strategies to meet the needs of all students ● Experience of whole-school self-evaluation and improvement strategies ● Proven track record of expecting and achieving high standards 	<ul style="list-style-type: none"> ● Senior Leadership experience in a Christian school ● Experience in more than one school ● Experience of Ofsted at Senior Leadership level
Knowledge and Understanding	<ul style="list-style-type: none"> ● Evidence of successful use of new technologies to support school improvement including analysing data, developing strategic plans, setting targets and monitoring/evaluating progress ● Understand what constitutes outstanding quality in educational provision, the characteristics of effective schools and effective strategies for raising standards and the achievement of all students ● Understanding of timetable construction and curriculum design ● Secure understanding of the distinctive nature of Christian education and the College's role in the parish and wider community 	<ul style="list-style-type: none"> ● An understanding of the Voluntary Aided education sector

Knowledge and Understanding continued	<ul style="list-style-type: none"> ● Understanding of the leadership role in the spiritual development of students and staff ● Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management ● Understanding of the rationale of Performance Management ● Demonstrate an understanding of the importance of forming and maintaining appropriate relationships and personal boundaries with children and young people ● Understanding of the expectations of leadership and management in a school context 	
Skills and Abilities	<ul style="list-style-type: none"> ● Ability to represent the vision and views of the Executive Headteacher and the College ● Ability to lead and manage the College on the Executive Headteacher's behalf efficiently and effectively when required ● Ability to plan strategically and to lead, motivate, develop and inspire staff, students and parents to manage change ● Ability to drive important changes with resilience, tenacity and stamina ● Ability to articulate, share and translate a vision of secondary education within the context of the mission of a Christian school ● Ability to deal with complex and sensitive issues with diplomacy, professionalism, discretion and the Christian context of the College ● Ability to lead acts of worship in a Christian school ● Ability to inspire and lead others ● Ability to promote good discipline and be respected as firm and fair by students, staff, parents and other stakeholders ● Ability to build teams to share accountability for goals and standards ● Ability to collaborate and communicate with a wide range of audiences, including parents, students, colleagues, governors, dioceses and Local Authority ● Ability to give and receive feedback to improve personal performance ● Ability to develop and sustain a safe, secure and healthy learning environment ● Ability to contribute to the professional development of other colleagues 	

Personal Qualities	<ul style="list-style-type: none"> ● Be a communicant member of the Church of England or in communion with the Catholic Church ● Participate and contribute effectively and efficiently towards the academic, spiritual, moral, social and cultural development of all students ● A desire and determination to make a genuine difference to the development of young people ● A relentless drive and ambition to create a highly successful school ● Demonstrate emotional resilience in working in challenging situations ● Be a consistent role model, acting with professionalism at all times and maintaining the clear expectations of safeguarding young people ● Model personal faith values to all members of the College community ● Cherish the uniqueness of each child, and recognise and realise his or her potential ● Commitment to high standards in all aspects of College life ● Commitment to acting as an ambassador for the College, forging effective partnerships and continuing to build trust and confidence in our work ● Aspiration to become a Headteacher or Executive Head ● Willingness to work collaboratively, cooperatively, creatively but independently as necessary ● Enthusiasm and passion to embrace change ● Strong interpersonal skills and the ability to engage people in the College's vision ● A genuine love of and care for young people and their lives ● A sense of humour 	<ul style="list-style-type: none"> ● Active Parish involvement
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