



PERSON SPECIFICATION

The Governors will be pleased to invite applicants to interview who can demonstrate they meet the following job requirements.

Source Key: A = Application Form, I = Interview, R = References, C = Certificates

QUALIFICATIONS

		Essential	Desirable	Source
1.	Qualified Teacher Status	✓		A,C
2.	Degree	✓		A,C
3.	National Professional Qualification for Headship (or working towards)	✓		A,C
4.	Evidence of professional leadership development	✓		A,R
5.	Successful completion of Safeguarding and Child Protection training	✓		A,R

TEACHING AND LEARNING

		Essential	Desirable	Source
	Substantial and successful experience as a teacher in Secondary education	✓		A,R
	Proven track record in the leadership and implementation of excellent learning and teaching	✓		A,I,R
	Evidence of enabling excellent student progress and achievement	✓		A,I,R

LEADERSHIP AND MANAGEMENT

		Essential	Desirable	Source
	Significant successful experience of leadership and management as a Headteacher or Deputy Headteacher in a secondary school	✓		A,I,R
	Confident and inspirational leader with clarity of purpose and vision	✓		I,R
	Ability to motivate, lead and inspire staff, students and their parents and the wider school community	✓		A,I
	Successfully managing continuous improvement	✓		A,I
	Ability to appropriately collect and use data to determine subsequent actions	✓		A,I,R
	Ability to drive continuous school self-review to secure further progress	✓		A,I

	(LEADERSHIP AND MANAGEMENT CONT.)	Essential	Desirable	Source
	Experience of effective working with a Governing Body		✓	A,I
	Successful experience of curriculum development and pastoral care	✓		A,I,R
	Ability to define and set performance standards and hold people to account for outcomes	✓		A,I,R
	Ability to secure a positive, disciplined learning environment that benefits both students and staff	✓		A,I,R
	Ability to interpret local and national policies, priorities and statutory frameworks for the good of the school	✓		I,R
	Be confident , transparent and incisive in decision making	✓		I,R

PROFESSIONAL KNOWLEDGE AND SKILLS

		Essential	Desirable	Source
	Understanding of and commitment to safeguarding and promoting the welfare of young people	✓		I,R
	Commitment to eliminating discrimination and encouraging diversity amongst students and staff	✓		I,R
	Commitment to exemplary pastoral provision that supports the well-being of students	✓		A,I,R
	Understand the principles and practice of good financial management	✓		A,I,R
	Successful experience of overseeing school budgets responsibly and sustainably		✓	A,I,R
	Understand the principles and practice of human resource management	✓		A,I,R
	Experience of strategically and successfully managing people in support of school improvement		✓	A,I,R
	Experience of actively ensuring Health and Safety in an educational setting and as a workplace		✓	A,I,R

PERSONAL QUALITIES AND VALUES

		Essential	Desirable	Source
	Commitment to continuous personal development	✓		A,I,R
	Effective communication skills	✓		I,R
	A passion for education and learning	✓		A,I,R
	A skilled negotiator	✓		I,R
	Be able to give and receive constructive feedback	✓		I,R
	Ability to lead by example	✓		I,R
	Demonstrate resilience and perseverance	✓		I,R
	Approachable	✓		I,R
	Honest and authentic	✓		I,R
	Ability to delegate effectively	✓		I,R
	Ability to prioritise work and use time efficiently	✓		I,R
	Ability to maintain a work-life balance	✓		I,R



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PARTNERSHIPS

		Essential	Desirable	Source
	Understand the needs and aspirations of the local community and be able to provide high profile leadership that keeps the school at its heart	✓		A,I
	Build and maintain effective relationships with parents and carers	✓		A,I,R
	Build and maintain collaborative and effective relationships with partner and feeder schools	✓		A,I
	Manage a professional and successful partnership with Kier Services, the school's facilities management team.	✓		I
	Ensure the school-LA relationship is developed and utilised to the benefit of the school and its place in the Oldham community	✓		I

OTHER REQUIREMENTS

		Essential	Desirable	Source
	Application form should be completed in full	✓		A
	Supporting statement should be clear and concise and no longer than 2 sides of A4	✓		A
	Applications should address the criteria in this person specification (marked for assessment via the Application Form)	✓		A
	Positive recommendation from the current/ most recent employer	✓		R
	Satisfactory attendance record (information requested once a conditional offer of employment has been made)	✓		Post Interview