



Person Specification Pre-Interview Task Questions

You must complete this Pre-Interview question Task and include this with your completed application form. These questions replace a traditional letter of application.

No letter is needed with your application.

Please refer to the person specification to write in approximately 2500 words (300 words for each question) your responses to the following question prompts. To help you write your application please follow these principles: (1) be clear – state what you did, why you did it, what the outcome was, what you learnt (2) give examples and do not be generic e.g. I have strength at working with people to raise standards (is not enough). Instead, you should give examples. (3) Always link with the role and person specifications.

Reason for application

1. Why this role? Why now in your career?

Organization and Communication

2. With examples, how have you shown high quality communication and organizational skills in your current role?

Innovation

3. How have you demonstrated innovative practice and high quality teaching that is inclusive and ambitious?

Professional Expertise

4. How have you developed expertise and what is the impact on children?

Inclusive Relationships

5. How do you ensure everyone is welcome and included giving examples of exceptionally inclusive practice?

Developing Self and Others

6. How have you developed yourself and others and what has the impact been on children's outcomes?

Leadership

7. What has your journey to leadership been? Where have the successes arisen? Where have the challenges arisen? What are the outcomes for children?

Reflexive Abilities

8. We value highly reflective people. What is the most challenging experience of your career and how did you overcome it?

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We take our Prevent Duty seriously and promote British Values at all times. Equality for all children, staff and volunteers is embedded in our ethos, thus meaning discrimination of disability, race, religious beliefs, gender, sexual orientation, sexual identity and gender identity is not tolerated. Appointment to this post will be subject to an enhanced Disclosure and Barring Service check and satisfactory references.