



Headteacher: Tom Goodenough  
Executive Headteacher: Rachael Warwick

## Didcot Girls' School Headteacher Selection Criteria

<b>Qualifications and training</b>	
Qualified Teacher status	Essential
NPHQ/NPQSL	Desirable
Evidence of further professional development	Essential

<b>Relevant Experience</b>	
Extensive and recent experience as part of a successful senior leadership team	Essential
Proven track record of raising standards in teaching and learning	Essential
Experience of successful leadership of change, including evaluating problems, developing and implementing appropriate solutions and monitoring effectiveness	Essential
Understanding of effective and successful financial management within a school	Essential
Experience of leading, motivating, supporting, challenging and developing staff to secure improvement	Essential
Successful leadership and team working and an ability to make decisions under pressure when required to do so	Essential
Proven experience of managing successful performance management	Essential
Experience of effective working with Governors	Essential
Teaching experience across 2 or more Key Stages	Essential
Experience of participation in external collaborations and partnerships	Desirable
Experience of working in a 6 <sup>th</sup> form environment	Desirable
Experience of establishing and maintaining highest standards of behaviour management	Essential

<b>Relevant skills/attributes</b>	
Commitment to, and understanding of, the distinctive attributes of single sex education for girls	Essential
Excellent interpersonal skills	Essential
An analytical and creative thinker who can synthesise information and make connections across different leadership priorities to drive progress and innovation	Essential
Effective team leader who understands the importance of personal development for all colleagues	Essential



Ability to motivate and develop commitment among teaching and support staff	Essential
Role model for respectful relationships as driver for the ethos of the school community	Essential
A commitment to inclusion and providing for the whole range of students' needs and abilities	Essential
Good numeracy and data handling skills, especially in relation to student data	Essential
An understanding of, and commitment to, promoting and safeguarding the welfare of students	Essential
Ability to prioritise and manage personal workload and set an example of effective delegation	Essential
Ability to communicate clearly, orally and in writing, with a range of stakeholders within and outside the community	Essential

<b>Knowledge</b>	
Knowledge of current major issues in teaching and learning and curriculum development within 11-19 age range	Essential
Knowledge of Ofsted criteria and implications of Ofsted judgements	Essential
Understanding of the implications and opportunities of academy status	Essential
Understanding of the importance of working collaboratively with all stakeholders in the Trust, including the wider community and other schools	Essential

<b>Personal Qualities</b>	
An unwavering moral purpose to secure the highest standards and to counter disadvantage for all young people	Essential
Ability and enthusiasm to promote and shape the vision and values of the learning community	Essential
Ability to create, inspire and promote a culture of high achievement for all	Essential
Ability to plan, prioritise, monitor, evaluate, influence and lead effectively in a healthy culture of accountability	Essential
Ability to recognise and nurture strengths and skills in others and delegate appropriately	Essential
Ability and willingness to relate to pupils of all ages in order to motivate them to achieve their potential	Essential
Integrity, commitment, enthusiasm, resilience, energy to persevere and succeed	Essential
Willingness to make difficult decisions in the best interests of the school community	Essential
Ability to manage difficult conversations and challenges well	Essential



## Safeguarding

Our selection process will assess rigorously all candidates' suitability and their commitment to safeguarding children. This will include:

- Testing candidates' understanding and commitment to safeguarding children.
- Identifying gaps and anomalies in career histories and examining original certificates of professional qualifications and proof of identity.

Asking referees specific questions about:

- Reasons to doubt candidates honesty, trustworthiness or reliability;
- Whether candidates are currently the subject of any form of disciplinary or competency inquiry or warning;
- Any disciplinary offences relating to children including any in which the penalty is "time expired";
- Any child protection concerns.

We reserve the right to contact referees to check any concerns arising from the application, reference or interview.

Please ensure one of your referees is your current or most recent employer. If you do not name your current employer, we will contact them to seek a reference.

