

You are asked to focus upon demonstrating the extent to which you meet each of the selection criteria that are marked with an asterisk below, (see numbers 3, 7, 11 and 15) when writing your personal statement which you will find on the last page of the application form. Candidates who are shortlisted for interview will also be required to demonstrate their ability to meet the remaining criteria outlined on this Person Specification during the selection process, with the exception of their qualifications. These will be evidenced from the application form and your production of any original relevant certificates at interview.

Key	E (Essential) D (Desirable)
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	Qualifications	E	D
1	Qualified Teacher Status	✓	
2	Honours degree (2:2 or above) or equivalent qualification	✓	
	Successful Experience	E	D
3*	Successful leadership & management experience in a middle leadership post that has led to raising standards in teaching & learning and progress, and includes experience of managing performance	✓	
4	Experience of working effectively in a multicultural community		✓
5	Producing and implementing strategic and improvement plans and policies		✓
	Knowledge and Understanding: Able to evidence and apply up to date secure knowledge and understanding of:	E	D
6	National policies and developments in secondary education, current educational issues, and the statutory and Ofsted frameworks within which a school operates to meet all pupils needs	✓	
7*	What constitutes excellent classroom practice and a clear understanding of how to improve the quality of effective teaching and learning within the Ofsted framework	✓	
8	Innovation in curriculum design to enhance teaching and learning which enables pupils to become self-motivated and effective learners	✓	
	Skills	E	D
9	Effective management skills to include: people management skills to include delegation coordinating, monitoring and evaluating all aspects of performance successfully		✓
10	Excellent interpersonal skills and the ability to relate to people with understanding, humour and tact; to communicate effectively with a wide range of potential audiences and to listen and understand the point of view and opinions of other people	✓	

11*	Accurate interpretation and the effective use of comparative data in raising standards through analysis and evaluation of pupil data, target setting, assessment for learning and pupil tracking.	✓	
	Leadership and Management	E	D
12	Able to see 'the big picture' and translate vision into reality		✓
13	Exceptional ICT, organisational and administrative skills in order to use systems effectively to ensure progress		✓
14	Capacity to recognise and build on the success of the school and formulate a vision of innovation and sustainable improvement		✓
	Teaching and Learning Able to demonstrate evidence of:	E	D
15*	Leading and improving teaching through constructive feedback, review and evaluation to secure continuous improvement	✓	
16	High expectation of behaviour across the School for students and staff	✓	
17	Able to understand the skills required to be an outstanding classroom teacher able to deploy innovative teaching and learning strategies in order to achieve a consistent record of student success	✓	
	Personal Qualities and Approaches Able to demonstrate evidence of:	E	D
18	The ability to manage time effectively and an ability to work effectively, as part of a team, at all times including challenging circumstances	✓	
19	Ability to establish and promote a safe, secure and healthy learning environment for students and staff.	✓	
20	Committed to undertaking professional training and assist with the professional development of others	✓	
21	Demonstrate a positive approach with enthusiasm, energy and perseverance and use this to motivate others	✓	
22	Committed to safeguarding and promoting the welfare of children and successfully DBS cleared	✓	
23	Evidence of a commitment to equality of opportunity and social inclusion	✓	
24	Ability to promote a healthy work-life balance for staff and oneself	✓	
25	A sense of humour and a sense of proportion	✓	
26	Be approachable, kind and caring with a strong moral compass	✓	
27	Be able to take on board feedback positively and act on it	✓	