



## Job Specification - Principal

Essential Personal Attributes	Stage	Desirable Personal Attributes	Stage
<b>Qualifications</b> <ul style="list-style-type: none"> <li>Recognised Teaching Qualification.</li> <li>Evidence of CPD.</li> <li>Attendance at a range of training dealing with current educational issues and leadership.</li> </ul>	A,O, I, R	<ul style="list-style-type: none"> <li>NPQH</li> <li>Attendance at training focused on school management.</li> <li>Experience of delivering school based INSET programmes.</li> </ul>	A,O,I,R
<b>Experience</b> <ul style="list-style-type: none"> <li>Experience of leading an area of whole school improvement.</li> <li>Proven skills as a class teacher with an ability to demonstrate and share outstanding practice.</li> <li>Proven track record of maximising progress for all groups of pupils.</li> <li>Have taught in the 4-11 age range.</li> <li>An understanding of, and commitment to, promoting and safeguarding the welfare of pupils.</li> <li>Experience of setting targets and monitoring performance in order to raise pupil achievement.</li> <li>Capacity to understand and provide for the whole range of pupils' needs and abilities.</li> <li>Understanding and experience of the importance of critical self- evaluation to improve outcomes.</li> <li>Experience of working to bring about improvements for children in receipt of PPG and of the Achievement for All agenda.</li> </ul>	A, O,I, R	<ul style="list-style-type: none"> <li>Promoting parental engagement.</li> <li>Experience of leading a team to bring about improvement.</li> </ul>	A,I,R
<b>Knowledge and Skills</b> <ul style="list-style-type: none"> <li>Clear personal philosophy of education</li> <li>Outstanding inter-personal relationships.</li> <li>Ability to lead and manage people as individuals and to develop the common goals of a team.</li> <li>Demonstrate innovative and creative approaches to teaching and learning.</li> <li>Clearly understands performance and target data and its use in helping to raise standards.</li> <li>Highly effective communication with a range of stakeholders.</li> <li>Ability to think and plan strategically and to respond flexibly to change.</li> <li>Competent with the use of ICT.</li> <li>The skills to lead child protection and safeguarding with up to date knowledge of relevant legislation and guidance.</li> <li>Ability to build on success.</li> <li>Ability to organise work, prioritise tasks, make decisions and manage time effectively, recognising the importance of work/life balance.</li> <li>Familiarity with current strategic national and local issues in education.</li> </ul>	A, O,I, R	<ul style="list-style-type: none"> <li>Involvement in updating schemes and policies.</li> <li>Experience with any aspect of the budgeting process.</li> <li>Experience of working in a school with a high percentage of vulnerable children.</li> </ul>	A,O,I,R
<b>Special Requirements</b> <ul style="list-style-type: none"> <li>Clear vision and leadership skills.</li> <li>Capacity to relate to all pupils from whatever background in order to motivate them to achieve their potential.</li> <li>Commitment to the objective of 'narrowing the gap' for disadvantaged children.</li> <li>Commitment to promoting links with parents, governors, community.</li> <li>Be prepared to challenge, motivate and inspire others.</li> <li>Enthusiasm in promoting aims, objectives and ethos of the school.</li> <li>An understanding of the need to promote well-being and pastoral care to all staff and children.</li> </ul>	A,O, I,R	<ul style="list-style-type: none"> <li>Experience of accountability to a governing body.</li> </ul>	A, I,R