

Person Specification

	CRITERIA	Essential/Desirable	
		E	D
A	EDUCATION AND QUALIFICATIONS		
1	Qualified Teacher Status	√	
2	NPQH		√
3	National Leader of Education, Local Leader of Education, Specialist Leader of Education		√
B	EXPERIENCE		
1	Significant experience in managing a team of staff (For example as Headteacher, Deputy Headteacher or Assistant Headteacher, curriculum leader)	√	
2	Experience of effective management of school resources including human resources, budgets and premises		√
3	Education in multicultural/multilingual setting		√
4	Experience of performance management/appraisal of others		√
5	Experience of promoting and nurturing community cohesion		√
6	Experience of effective management of health and safety		√
C	PROFESSIONAL KNOWLEDGE		
1	Secure knowledge of current educational legislation and its application in schools	√	
2	Secure knowledge of statutory requirements relating to assessment and the National Curriculum	√	
3	Knowledge of SEND, GRT issues and provision in schools		√
4	Up to date knowledge of safeguarding procedures and training		√
5	Knowledge of risk assessment and health and safety management		√
D	PERSONAL PEDAGOGICAL PHILOSOPHY		
1	Commitment to working closely with the governing body to promote a collaborative schools' vision that embraces high standards, inclusion and continued school improvement	√	
2	Commitment to staff support and professional development	√	
3	Commitment to pupil wellbeing	√	
4	Commitment to putting the schools at the heart of the community, working closely with parents and carers	√	
5	Commitment to fostering smooth transition to local secondary schools	√	
E	PROFESSIONAL SKILLS		
1	Team building and leadership	√	
2	Strategic planning	√	
3	School self evaluation, data analysis and improvement planning	√	
4	Outstanding communication skills	√	

5	Excellent ICT skills		√
6	Ability to articulate a clear vision that will continue to deliver excellence	√	
7	Evidence of experience/understanding of change management		√
8	Ability to build positive relationships with pupils across the age range, and to be firm, fair, caring and consistent	√	
F	STRATEGIC LEADERSHIP		
1	Ability to articulate and share our vision with all stakeholders	√	
2	Develop and implement successful strategies for school improvement and mechanisms to monitor and evaluate the impact of these		√
3	Effectively manage the schools' finances		√
4	Promote and model inclusive attitudes towards SEND and disadvantaged pupils	√	
5	Understand and be committed to promoting safeguarding and the welfare of all pupils and staff	√	
6	Be reflective and prepared to make changes in a timely manner	√	
7	Have an innovative and forward thinking approach to school improvement	√	
G	PERSONAL QUALITIES		
1	Commitment, reliability and integrity	√	
2	Ability to adapt to changing circumstances	√	
3	Good listener	√	
4	Ability to engage with pupils, staff, parents and the wider community	√	
5	Demonstrate high standards of behaviour and respect for others	√	
6	Vision for continuous school improvement and development, with skills and strategy to achieve this	√	
7	Willingness to innovate	√	
8	The courage and confidence to exercise authority and influence	√	