

**PERSON SPECIFICATION - WHITSTONE SCHOOL HEADTEACHER**

<b>Qualifications and Training</b>	<b>E</b>	<b>D</b>
Qualified teacher (QTS) with a good honours degree or equivalent	✓	
Evidence of recent and relevant training and development at headship level, in preparation for headship, or at senior leadership level		✓
NPQH or other school leadership accredited training		✓

<b>Experience</b>	<b>E</b>	<b>D</b>
Successful, significant and substantial senior leadership within a secondary school	✓	
Track record of leadership in raising levels of achievement and improving outcomes of all students across a wide ability range	✓	
Outstanding teacher with a proven track record of achieving high standards	✓	
Evidence of successful use of feedback and data to raise achievement of students and improve teacher effectiveness	✓	
Successful recruitment and development of staff	✓	
Evidence of successfully developing and managing the performance of teams of professionals, monitoring, evaluating and delegating effectively	✓	
Implementing effective and inclusive systems to support students' well-being, positive behaviour and excellent attendance	✓	
Working in at least two secondary schools	✓	
Successful experience of strategic financial and resource management and budget management, ensuring efficiency and value for money, and supporting the best educational outcomes	✓	
Proven success in promoting equality and respecting diversity	✓	

<b>Knowledge and Skills</b>	<b>E</b>	<b>D</b>
Ability to formulate and articulate the values and vision of the school	✓	
In depth knowledge and understanding of the wider educational agenda including current national policies and educational issues	✓	
Ability to formulate and implement effective and efficient strategies that improve teaching and learning in a sustained way and challenge underachievement	✓	
Ability to make judgements about performance based on data analysis	✓	
Knowledge and understanding of effective management of curriculum and assessment, including curriculum development	✓	

	<b>E</b>	<b>D</b>
Ability to communicate effectively with all members of the school and wider community	✓	
In depth knowledge and understanding of statutory requirements and responsibilities for safeguarding and health and safety within the school	✓	
Ability to lead and manage substantial change	✓	
Business sense. Understands key financial indicators of profit and loss		✓

<b>Personal and Professional Attributes</b>	<b>E</b>	<b>D</b>
Commitment to young people's wellbeing, safeguarding and development	✓	
Commitment to inclusive and comprehensive education	✓	
Consultative approach combined with the ability to tackle difficult situations and make difficult decisions, conveying outcomes clearly and with sensitivity	✓	
Presence and visibility as a leader, demonstrating optimism and resilience with a well-developed sense of proportion	✓	
Role model of best practice, with a professional manner that inspires confidence, trust and respect	✓	
Ability to understand the importance of a work-life balance	✓	
Dynamic communication skills that inspire and empower teaching staff and students	✓	

<b>Strategy</b>	<b>E</b>	<b>D</b>
Commitment to and experience of working with the Board of Governors and all stakeholders to develop a shared school vision	✓	
Ability to work with and advise the Board of Governors to enable it to fulfil its strategic role and meet statutory obligations	✓	
Ability to think and plan strategically to promote the school's vision, ethos and values, and to inspire, challenge, motivate and empower others to carry forward a shared vision for school improvement	✓	
Commitment to and experience of working collaboratively with external stakeholders including partner schools and the local and wider community, promoting the school's good standing in the community	✓	
Commitment to leading the school forward in future opportunities and initiatives	✓	