

**Headteacher  
PERSON SPECIFICATION**

	Criteria	Essential	Desirable	Application Form	Certificates	Selection Process	Reference
<b>Qualifications</b>	Qualified teacher status in England and Wales	✓		✓	✓		
	Degree	✓		✓	✓		
	Professional development in preparation for a leadership role	✓		✓		✓	
	NPQH or other relevant further professional studies		✓	✓	✓		
	Relevant further degree		✓	✓	✓		
<b>Skills and Experience</b>	Leadership and management experience in a school through Headship or Deputy Headship	✓		✓			✓
	Leadership experience in more than one school		✓	✓			✓
	An inspirational teacher with an excellent understanding of pedagogy and teaching experience of secondary-age students at GCSE and A Level		✓			✓	✓
	Involvement in school self-evaluation and development planning	✓		✓			✓
	Line management experience, understanding the need for performance management and CPD	✓		✓			✓
	Experience of contributing to staff development	✓		✓			✓
	Experience of developing a high-quality learning environment through high expectations of pupil behaviours	✓		✓		✓	✓
	Substantial experience of data analysis and target setting to ensure excellent outcomes	✓		✓		✓	✓
	Curriculum design and management, including the application of Curriculum Led Financial Planning		✓	✓		✓	
	Experience of child safeguarding and successful use of measures that promote and ensure the safeguarding of children	✓		✓		✓	✓
	Prepared to learn from, and share, new experiences, and take responsibility for their own continuing professional development	✓		✓		✓	
	Effective communication and interpersonal skills	✓		✓		✓	✓
	Knowledge of effective leadership models and organisational structures	✓		✓		✓	
	Contribute and promote cross-Trust work and initiatives	✓		✓			
	Knowledge of stakeholder and community engagement strategies	✓				✓	
	Ability to think strategically to form and communicate a vision and inspire others	✓		✓		✓	✓
Ability to build effective working relationships to inspire, challenge, motivate and empower others to achieve excellent outcomes	✓		✓		✓	✓	
Build capacity and achieve sustainability	✓				✓		

	Celebrate achievement and acknowledge excellence	✓				✓	
	Demonstrate political acumen		✓			✓	
	Model the vision and values of the academy and Trust to foster an open and fair culture	✓				✓	
	Deal with complexity and uncertainty	✓				✓	✓
	Anticipate, lead and manage change and seek advice when needed	✓				✓	
	Demonstrable improvement in pupil outcomes in current and previous roles	✓		✓			✓
<b>Personal Qualities</b>	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓		✓		✓	✓
	Ability to work under pressure and prioritise effectively	✓				✓	
	Resilient and can receive and act on personal feedback to improve personal performance	✓				✓	
	An energetic and enthusiastic presence that commands respect.	✓				✓	✓
	Integrity, respect for others and a commitment to safeguarding and equality	✓				✓	
	Self-motivated, organised and ambition for self and others	✓		✓			✓
	Consultative with staff, pupils and community with a desire to act on the outcomes	✓		✓		✓	✓