

Person Specification:

Essential requirements are those, without which, the candidate would not be able to do the job. It is expected that the post holder will have the knowledge and qualifications indicated or equivalent qualifications and experience.

Desirable requirements are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

Knowledge and Qualifications	Essential	Desirable	Application Interview References
Qualified Teacher with evidence of continual professional development that is relevant and appropriate to the post	/		
Current knowledge of the national curriculum and research, initiatives and technologies in child learning and development	/		
Good understanding of the changing role of academies, the changing role of the local authority and OFSTED and how to work effectively with these and other such bodies	/		
Good understanding of the principles of equality and diversity that will support a culture that embraces diversity within the classroom and community	/		
Knowledge of, and training in health and safety and safeguarding legislation within the context of school compliance	/		
National Professional Qualification for Headteachers (unless exempt), or evidence of completed registration.		/	
Relevant accredited study and/or professional development such as leadership and management training		/	
Skills	Essential	Desirable	Application Interview References
Evidence of demonstrable leadership qualities, with the ability to set and achieve challenging goals in a supportive environment which promotes organisational reflection and an enthusiasm and motivation for continued Improvement and shared thinking.	/		
Organisational, financial, budgetary and management skills that are relevant to the effective delivery of the duties of this post to achieve the academy's educational goals and priorities	/		
Excellent people skills, with the resilience to build and lead a team managing issues in a safe, supportive but appropriate manner to ensure the effective operation of the academy and promote high aspirations and success for all	/		
A skillful communicator with strong, interpersonal and presentation skills, both verbal and written, that naturally adapts to a diverse audience, e.g. governors, parents and carers, staff, pupils and the wider community on a wide range of issues, providing clarity of vision, influencing and directing or challenging others	/		
Administrative skills to enable effective implementation of tasks required of a Headteacher	/		
Networking skills that build a professional learning community and enable good practice to be shared for the benefit of the academy and academies within the Trust	/		

Experience	Essential	Desirable	Application Interview References
Proven experience at senior leadership level, with demonstrable evidence of bringing about rapid and sustainable school improvement; with evidence of how this had a positive impact on pupils achieving their full potential	/		
Experience of whole school management, including financial, budgetary and resource management, challenging and supporting staff through managing change, performance management, conflict resolution, staff recruitment and development processes	/		
Demonstrable evidence of building a successful team that delivers measurable improvement	/		
Proven track record of monitoring, evaluating and improving quality of learning and teaching, building effective strategies for academy self-evaluation and making effective use of ICT in learning	/		
Successful working relationship with a governing body, providing support to enable them to fulfil their statutory responsibilities for teaching, learning and standards	/		
Evidence of collaborating and building effective relationships with parents, carers and the wider community to enrich teaching and learning for the wellbeing of pupils	/		
Previous Headship experience, ideally with the primary age range	/		
Experience of collaborative working with multi-agencies for the benefit of the pupils		/	
Experience in managing additional educational needs provision		/	
Experience of being inspected by OFSTED at a senior level	/		

Personal attributes	Essential	Desirable	Application Interview References
Resilient, robust, enthusiastic, approachable and optimistic, with the presence to inspire confidence and trust, enabling others to feel Empowered and motivated to achieve high goals;	/		
Develops and empowers individuals and teams that promotes collaboration, shared knowledge and understanding, where success is celebrated and individuals accept responsibility for outcomes	/		
Commitment to equality that raises aspirations for all, challenges prejudice and assumptions and promotes integration, celebrating the diversity of multicultural Britain	/		
An ability to foster an open, innovative, equitable culture, dealing with difficult decisions or situations in a timely manner, making reasoned judgements, conveying conclusions clearly, positively and sensitively	/		
Welcomes accountability to a wide range of groups, forms constructive relationships with all and understands the importance and value of engaging with parents, carers and the wider community	/		
Self-reflective and responsive to feedback from a range of sources that help to identify and inform future decision making	/		
Strong working ethos with a high level of commitment to the whole Academy community, whilst recognising the importance of work-life balance for the well-being of self and others	/		
Committed to enabling the academic, spiritual, moral, social, emotional and cultural development of pupils, recognising and valuing the richness and diversity of pupils needs and the school communities	/		
Other	Essential	Desirable	Application Interview References
A practising Christian who is an active member of a church To ensure the academy's pastoral role is effective and evident in the community or in responding to the needs of individuals in the community To ensure that prayer, worship, RE, spiritual, moral, social and cultural values are central to the life and work of the academy, working with and alongside local clergy.	/	/	