**Principal – Person Specification**

| **ESSENTIAL** | **DESIRABLE** | **HOW MEASURED** |
| --- | --- | --- |
| **QUALIFICATIONS** |
| Degree or equivalent |  | Application form and certificates |
| Teaching qualification (Secondary) |  | Application form and certificates |
| Qualified Teacher Status (QTS) |  | Application form and certificates |
| Evidence of further professional development |  | Application form and certificates |
| **KNOWLEDGE AND EXPERIENCE** |
| Experience of working strategically as a member of a secondary school as a Vice Principal and NPQH qualified.  | Experienced Principal  | Application form, personal statement, references |
| Substantial Secondary school teaching experience | Experience of working in a school with a distinctive Christian ethos | Application form, personal statement, results and references |
| Experience of working strategically with data |  | Application form, personal statement, interview |
| Understanding of the characteristics of effective teaching and learning strategies used to raise student attainment |  | Application form, interview |
| Sound technical understanding of school leadership issues and the Ofsted inspection framework | Experience in school self-review and evaluation | Application form, personal statement, interview |
| A demonstrable record of excellent classroom practice |  | Application form, interview |
| Experience of leading staff development sessions |  | Application form, interview |
| Ability to lead successful Academy wide initiatives, developing innovative approaches to learning, teaching, mentoring and guidance |  | Application form, personal statement, interview |
| **ATTITUDES** |
| There is a genuine occupational requirement that the post holder be a practicing & committed Christian |  | Personal statement, assessment process, references. |
| A commitment to the Christian ethos of Trinity Academy in all aspects of Academy life |  | Personal statement, assessment process |
| Experience of supporting and developing students with a wide range of educational needs and from a range of backgrounds |  | Personal statement, assessment process |
| Commitment to continual professional development, in particular with regard to school leadership |  | Personal statement, assessment process |
| **RELATIONSHIPS** |
| Excellent interpersonal and communication skills  |  | Personal statement, assessment process |
| Ability to take an active role in developing departmental targets |  | Personal statement, assessment process |
| A team player who seeks to have positive and mutually supportive relationships with colleagues |  | Personal statement, assessment process |
| **SKILLS & WORK RELATED REQUIREMENTS** |
| A clear Enhanced DBS check |  | DBS Check, application papers |
| Strong interpersonal skills both written and oral |  | Personal statement, assessment process |
| Self-motivated, resilient and tenacious |  | Personal statement, assessment process |
| Ability to work under pressure to meet deadlines |  | Personal statement, assessment process |
| Creative thinker and able to anticipate and solve problems |  | Personal statement, assessment process |
| Strong leadership and management qualities – a demonstrated ability to inspire and motivate others, yet can maintain a fair and inclusive personal style |  | Application form, interview, references, assessment process |
| Excellent ICT skills and use of appropriate technology |  | Personal statement, assessment process |
| A proactive approach |  | Personal statement, assessment process |
| Ability to initiate and manage change |  | Personal statement, assessment process |