

Trevelyan Middle School / Pioneer Educational Trust		
Person specification: Headteacher		
Section	Essential Criteria	Desirable Criteria
Education & Qualifications	Level 6 qualification or equivalent	NPQH or further professional qualification or willingness to work towards it
	Qualified Teacher Status	
	Evidence of Continuing Professional Development relating to school leadership/curriculum development	
Experience	Significant and successful experience as a senior leader (e.g. Deputy Head or Head Teacher)	Experience of working with multi agencies, other partner organisations and external stakeholders to develop new approaches and accelerate improvement
	Experience of leading effective professional development	
	Demonstrable experience of developing an ethos where pupils feel safe and secure and where the highest standards of behaviour and attitudes are promoted and maintained	
	Proven track record of improving and sustaining the quality of education in a school, including curriculum, teaching, learning and assessment	
	Experience of impacting positively on pupil outcomes, including pupils who may be disadvantaged, have a special educational need and / or be more able	
Knowledge & Skills	The knowledge and skill to inspire and motivate all stakeholders: staff, pupils, parents, governors and school community	
	Skill in using information technology (including Microsoft packages and MIS systems) effectively to enhance the curriculum and create efficiencies in school management	
	Knowledge and skill to communicate complex information concisely, orally and in writing to a wide range of individuals/organisations	
	Secure knowledge and understanding of the current statutory requirements for education including those relating to curriculum, assessment and the OFSTED Framework.	
	Secure knowledge and understanding of current statutory requirements for safeguarding children, including Keeping Children Safe in Education and creating a culture of safeguarding	
Professional behaviours	Be prepared to uphold the mission, vision, values and culture of the trust through leading by example	

	in line with our leadership dynamics: seek heat, welcome accountability, communicate with clarity and candour, build trust, use self-awareness to self-regulate, serve others	
	Strong commitment to raising own and team standards demonstrating integrity and credibility at all times	
	Be prepared to work flexibly to fulfil the duties and responsibilities of the post	
	Able to effectively manage a varied and agile workload	
	Dedicated to the highest standards of child protection, understanding of safeguarding responsibilities and expects all staff to share this commitment.	
	Commitment to the highest standards of child protection, understanding of safeguarding responsibilities and following Pioneer's safeguarding policies	
	Promotes and embeds equality, diversity, inclusion and belonging as an integral aspect of working and demonstrates a respect for diversity	