

Person Specification:**Langley School**

This school has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

All candidates are obliged to disclose in their application details of convictions, cautions and any previous concerns raised in relation to Safeguarding issues. The school will assess such evidence and determine whether this presents an acceptable risk to safeguarding. If this presents an unacceptable risk then this will be a contra-indicator and the applicant will not be shortlisted.

Post Title	Headteacher
School	Langley School
Salary Band/Range	Group 6 ISR Leadership L27-L33 £98,105 - £113,645
Responsible to:	Chief Executive Officer, Collaborative Education Trust
Responsible for:	All staff employed at Langley School

	CRITERIA	ESSENTIAL [E] OR DESIRABLE [D]	MEASURED BY: A =Application I =Interview R=References
EDUCATION AND QUALIFICATIONS	• Qualified Teacher Status	E	A + certificates
	• Degree qualification or equivalent	E	A + certificates
	• Evidence of further studies / additional professional qualifications	D	A + certificates
SKILLS AND ABILITIES	• Able to communicate effectively with a range of audiences	E	I
	• Able to display effective interpersonal skills to build positive working relationships and inspire others	E	A / I / R
	• Able to employ data interpretation skills to identify weaknesses and set targets	E	A / I
	• Able to employ a range of leadership and management styles	E	A / I
	• Able to reflect on personal performance and adapt behaviour and practices accordingly	E	A / I / R

	<ul style="list-style-type: none"> • Able to work effectively under pressure, displaying empathy and emotional resilience 	E	A / I
EXPERIENCE	<ul style="list-style-type: none"> • Experience as a significant member of a Senior Leadership Team in a secondary setting 	E	A
	<ul style="list-style-type: none"> • Experience of successful team leadership and management 	E	A / I
	<ul style="list-style-type: none"> • Experience of using data to recommend or implement support and intervention to raise achievement or attainment 	E	A / I
	<ul style="list-style-type: none"> • Experience of recent, relevant school self-evaluation and contribution to school improvement planning 	E	A / I
	<ul style="list-style-type: none"> • Experience of budget management 	E	A / I
	<ul style="list-style-type: none"> • Demonstrable experience in safer recruiting and developing effective teams 	E	A / I
	<ul style="list-style-type: none"> • Demonstrable experience of raising standards in teaching and learning with improved outcomes at KS3 and GCSE levels 	E	A / I
	<ul style="list-style-type: none"> • Experience of teaching to a range of abilities in a secondary school 	E	A / I
KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge of use of data analysis to raise achievement, in particular in relation to vulnerable groups, eg Pupil Premium students 	E	A / I
	<ul style="list-style-type: none"> • Knowledge of high-quality teaching and the ability to support others to improve 	E	A / I
	<ul style="list-style-type: none"> • Knowledge of a wide range of current educational theories of teaching and learning 	E	A / I
	<ul style="list-style-type: none"> • Familiarity with current Government 		

	<p>and Ofsted agenda / intervention</p> <ul style="list-style-type: none"> • An understanding of school finances and financial management • Awareness of the importance of statutory guidance as defined in STPCD, eg Education Act, Staffing Regulations and employment law 	<p>D</p> <p>E</p> <p>E</p>	<p>A / I</p> <p>A / I</p> <p>A / I</p>
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • A commitment to safeguarding and promoting the welfare of children and vulnerable adults • A commitment to getting the best outcomes for all students and promoting the ethos of and vision for Langley School • Able to demonstrate integrity and the positive values, attitudes and behaviour they expect from colleagues and students. • A commitment to collaboration • An enthusiasm for involvement with students, staff, governors and the community • A commitment to maintaining appropriate confidentiality 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A / I</p> <p>A / I</p> <p>I / R</p> <p>A / I / R</p> <p>A / I / R</p> <p>A / I</p>
COMPILED BY:CTH/JHO		Date: February 2026	