

Person specification

No.	Categories	Essential or Desirable	Assessed by	
			Application Form	Interview or Task
Qualifications and Experience				
1.	Qualified Teacher Status;	E	✓	✓
2.	Evidence of significant and relevant continued professional learning;	E	✓	✓
3.	Has completed training in preparation for a senior leadership and management role;	E	✓	✓
4.	Has substantial experience across the range of leadership areas as a Deputy Headteacher;	E	✓	✓
5.	Has achieved on is enrolled on NPQH	D	✓	✓
Shaping the Future				
6.	Is able to articulate a strong, clear vision for high quality secondary and cross phase education which maximises the potential of the school;	E	✓	✓
7.	Can articulate ways of building, communicating and implementing a shared vision;	E	✓	✓
8.	Has experience of school self-evaluation and can describe effective strategies for undertaking this;	E	✓	✓
9.	Demonstrates understanding of the strategic planning process;	E	✓	✓
10.	Has experience at senior level of leading significant change which has impacted upon pupil outcomes;	E	✓	✓
11.	Has first-hand experience and involvement in school improvement planning;	E	✓	✓
Leading, Teaching and Learning				
12.	Demonstrates personal enthusiasm for teaching and learning	E	✓	✓
13.	Is an outstanding classroom practitioner who can model the principles of effective teaching and learning to a high standard;	D	✓	✓
14.	Has an excellent understanding of assessment and how it can be used to plan curricular interventions to accelerate pupil progress;	D	✓	✓
15.	Can articulate strategies for improving the quality of teaching of colleagues;	E	✓	✓
16.	Understands new curriculum frameworks;	E	✓	✓
17.	Has experience of working in partnership with senior staff to monitor, evaluate and improve teaching and learning;	E	✓	✓
18.	Has successful experience of teaching and leadership in more than one school;	E	✓	✓
19.	Has experience of curriculum design and management;	E	✓	✓
20.	Has experience of using research evidence to inform teaching and learning;	E	✓	✓
Developing Self and Working with Others				
21.	Understands the importance of working in partnership with colleagues;	E	✓	✓
22.	Demonstrates commitment to shared leadership and effective team work;	E	✓	✓
23.	Has experience of working alongside colleagues to improve their classroom practice;	E	✓	✓
24.	Understands the relationship between managing performance, professional development and school improvement;	E	✓	✓
25.	Can articulate strategies to develop professional learning of individuals and teams;	E	✓	✓
26.	Has experience of giving effective feedback to improve the performance of others;	E	✓	✓
27.	Demonstrates high expectations for self and others;	E	✓	✓
28.	Has experience of dealing with conflict and managing challenging situations;	E	✓	✓

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Managing the school				
29.	Demonstrates understanding of the need to develop and sustain a safe, secure, healthy and fair school environment;	E	✓	✓
30.	Ability to prioritise, plan and organise own workload and that of others;	E	✓	✓
31.	Ability to identify, establish and sustain appropriate leadership structures and systems;	E	✓	✓
32.	Displays the ability to think creatively to anticipate and solve problems;	E	✓	✓
33.	Has experience of project management for planning and implementing change;	E	✓	✓
34.	Has successfully developed, implemented, monitored and evaluated school policies;	E	✓	✓
35.	Has experience of implementing the performance management process;	E	✓	✓
Strengthening Community Links				
36.	Has successfully used a range of strategies to encourage parents to support their children's learning and realise the school's vision;	E	✓	✓
37.	Shows a commitment to a multi-agency approach for the well-being of pupils and their families;	E	✓	✓
38.	Can build partnerships in the community;	E	✓	✓
39.	Is able to listen to, reflect and act on feedback from stakeholders as appropriate;	E	✓	✓
40.	Shows a commitment to the wider curriculum beyond school and the opportunities it provides for pupils and the wider community;	E	✓	✓
41.	Has experience of working collaboratively with other schools or communities to improve outcomes;	E	✓	✓
Personal Skills and Attributes				
42.	Demonstrates a genuine empathy with children;	E	✓	✓
43.	Is able to communicate effectively and concisely;	E	✓	✓
44.	Is a good listener;	E	✓	✓
45.	Is flexible and consistent with strength of character and impeccable integrity;	E	✓	✓
46.	Is capable of making reasoned judgements;	E	✓	✓
47.	Is approachable;	E	✓	✓
48.	Has a presence that inspires confidence and trust;	E	✓	✓
49.	Is able to motivate and inspire;	E	✓	✓
50.	Is able and willing to delegate appropriate responsibilities;	E	✓	✓
51.	Has confidence in others to take a leadership role;	E	✓	✓
Securing Accountability				
52.	Has worked within or demonstrates a reasonable understanding of the accountability/ delegated responsibility framework of a Multi Academy Trust;	D	✓	✓
53.	Has a good understanding of the role of governance;	E	✓	✓
54.	Has a good understanding of the need to be accountable to parents for the education of their child and can articulate strategies that would enable parents to be involved in the life of the school;	E	✓	✓
55.	Has previous experience of challenging and supporting others in order to achieve specific targets;	E	✓	✓
56.	Demonstrates understanding of individual, team and whole school accountability for pupil learning outcomes;	E	✓	✓
57.	Has a good understanding of available data sets and how they might be used to benchmark the school's performance and as a tool for target setting and improvement planning;	E	✓	✓
58.	Has experience of reporting attainment and progress to a range of audiences;	D	✓	✓
59.	Has led a school through a recent OFSTED inspection/been in a key senior leadership position through OFSTED;	D	✓	✓
60.	Has an understanding of school financial management.	D	✓	✓