

**The Folkestone School for Girls**  
**Principal - Person Specification**

	Essential	Desirable	Measured by a) Appl Form b) Letter c) Interview
<b>Qualifications and Training</b>			
QT1 Graduate with qualified teacher status	✓		A
QT2 Have significant and substantial recent and successful experience at Deputy Head or equivalent level in a secondary school	✓		A
QT3 Have a higher degree or relevant leadership qualification e.g. NPQH		✓	A
<b>Personal Qualities - Candidates should be able to:</b>			
PQ1 Inspire, challenge, motivate and empower others to develop the school to achieve excellence	✓		B&C
PQ2 Demonstrate and maintain high standards and be a positive role model for students and staff	✓		B&C
PQ3 Analyse and interpret information to make informed, evidence based decisions	✓		C
PQ4 Relish the challenge at FSG and be committed to making a difference	✓		B&C
PQ5 Demonstrate efficient, effective and economic self - management	✓		B&C
PQ6 Demonstrate strategic acumen in leading change and avoiding complacency	✓		B&C
PQ7 Show commitment to continuous professional development of self and others and of keeping up to date with best practice	✓		A,B&C
PQ8 Good at building relationships	✓		A,B&C
PQ9 Good at managing conflict	✓		A,B&C
PQ10 Commitment to inclusion and diversity	✓		A,B&C
<b>Professional Knowledge and Experience</b> Candidates should be able to demonstrate good knowledge and understanding of:			
PKE1 Current educational issues, including national policies, priorities and legislation	✓		C
PKE2 Strategies to further develop the well established culture for teaching and learning	✓		B&C
PKE3 Strategies to use assessment effectively to maximise student progress	✓		B&C
PKE4 The strategic role of the Governing Body	✓		C
PKE5 Demonstrate an understanding of the key components of effective and robust self evaluation	✓		B&C

PKE6	Demonstrate sound knowledge of the role of management information systems in school improvement	✓		B&C
PKE7	Demonstrate responsibility for allocation and monitoring of financial resources		✓	B&C
PKE8	Show evidence of having made a significant impact on the development of a school	✓		B&C
<b>People Relationships and Communication</b>				
Candidates should be able to demonstrate:				
PRC1	A clearly articulated educational philosophy and a personal vision for the future of the school	✓		B&C
PRC2	Substantial experience of developing and maintaining working partnerships with students, governors, staff, parents, carers and the wider community	✓		B&C
PRC3	A commitment to working in collaboration with local schools within a school-led system	✓		B&C
PRC4	An ability to maintain and develop the excellent image of the school as seen by the wider community including local employers	✓		B&C
PRC5	How they would lead the strategic development of an innovative curriculum which is appropriate to the needs of the students	✓		B&C
PRC6	The skill to build on the strengths and expertise of individual staff and possess the flair to motivate, lead and empower the team to achieve excellence	✓		C

Employees of the school have a responsibility for, and must be committed to, safeguarding and promoting the welfare of children and young people and for ensuring that they are protected from harm.