

**WEAVERHAM HIGH SCHOOL
PERSON SPECIFICATION FOR HEADTEACHER**

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

The Selection Panel will require evidence that you meet all the standards outlined in the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies:

EDUCATION AND QUALIFICATIONS	ESSENTIAL	DESIRABLE	TESTED BY
Graduate with Qualified Teacher Status	*		A
NPQH or equivalent		*	A
First degree or above	*		A
Evidence of sustained professional development	*		A
KEY EXPERIENCE			
Significant successful experience of school leadership at least to Deputy Headteacher level (minimum 3 years)	*		A.I.R
Experience of teaching in more than one secondary school and/or college		*	A
Proven track record of securing improvement in the quality of teaching and learning	*		A.I.R
Proven track record of raising achievement	*		A.I.R.
Systematic and strategic planning and rigorous school self evaluation.	*		A.I.
Experience and understanding of a range of robust data sources to monitor and track individual and whole school performance	*		A.I.
Experience of effective working with a Governing Body	*		A.I.R.
Experience of inspection, including post inspection planning	*		A.I.
Knowledge of the implications of current education practice, legislation and initiatives	*		A.I.
SKILLS			
Ability to lead the school community towards a shared vision and to articulate it to a variety of audiences	*		I
Ability to make effective strategic plans in order to turn vision into reality	*		A.I.
Excellent interpersonal, communication and motivational skills	*		I.R.
The ability to engage constructively with a range of stakeholders	*		A.I.R.

Successful track record of school improvement with quantifiable results and evidence of impact	*		A.I.R.
Ability to hold others robustly to account within an environment of mutual professional respect	*		I.R.
Strong team leadership and team development skills	*		I.R.
Understanding of the principles and practice of effective human resource management, including appraisal	*		I.R.
Organisational skills - ability to lead the setting up of highly effective systems	*		I.R.
Analytical approach – ability to diagnose effectively and seek appropriate solutions	*		I
Strategic leadership and management of budgets, facilities and resources		*	I.R.
QUALITIES			
A confident and inspirational leader with clarity of purpose and vision	*		
Conviction that all pupils can succeed and can reach their potential	*		
Is committed to the highest standards across the work of the school	*		
A strong and principled role model, leading by example	*		
A person with the courage of his/her convictions	*		
Be able to maintain a well-ordered and disciplined environment for learning	*		
Values and celebrates the achievements of all members of the school	*		
Values fairness and treats others with respect	*		
Develops a learning organisation	*		
A commitment to eliminating discrimination on any grounds so that everyone feels respected and able to give of their best	*		
Ability to reflect honestly on performance and on their own practise and the willingness to accept feedback	*		
Ability to consider own working and amend practice if necessary in the light of this	*		
Emotional resilience	*		
Will promote the school effectively within the community	*		

SAFEGUARDING			
Demonstrate a commitment to safeguarding and the welfare of children and young people	*		
Ability to form and maintain appropriate relationships and personal boundaries	*		

Test key;

- A application
- R reference
- I interview