

HEADTEACHER PERSON SPECIFICATION

The Headteacher will combine a record of successful strategic leadership and sustainable School improvement with imagination, flair and determination to succeed. The Headteacher will be an exceptional leader with the energy, rigour and authority to represent the school effectively at the most senior levels in education. They will demonstrate the following experience, skills, knowledge and personal attributes:

	Essential/ Desirable	Application(A) Interview (I)
Qualifications:		
Qualified Teacher Status	E	A
Good honours graduate	E	A
NPQH or evidence of working towards	D	A
Evidence of appropriate and continuous further professional development	E	A
Experience:		
A proven record of successful education leadership across multiple Key Stages of education (7-18)	E	A
A proven record of successful education leadership within the Early Years Foundation Stage	D	A/I
Experience of successful leadership of an multi-disciplinary team within either the independent international boarding sector and/or a multi-academy trust	D	A
Significant experience of raising standards with measurable outcomes and clear evidence of a positive personal contribution to the development of a successful school, and/or local authority or School Trust	E	A
Experience of delivering effective innovations in curriculum and pedagogy	E	A/I
Proven track record in leading and managing staff including building a successful team, delegating effectively and implementing and managing change.	E	A/I
In depth knowledge and understanding of the wider educational agenda	E	A/I
In depth knowledge and experience of Child Protection, Safer Recruitment and Safeguarding procedures	E	A/I
In depth knowledge of the Independent School Standards Regulations and the National Minimum Standards	E	A/I

	Essential/ Desirable	Application(A) Interview (I)
Experience as an Ofsted or ISI Inspector, inclusive of inspecting Boarding under the National Minimum Standards, or willingness to become one	D	A/I
A proven ability to successfully manage financial resources effectively	E	A/I
A personal experience of recruitment of students in the context of a boarding school with a large international intake.	D	A/I
Safeguarding		
Commitment to safeguarding and promoting the welfare of children and young people (inclusive of safeguarding best practice and procedure) and requiring all staff and volunteers to share this commitment	E	A/I
Skills and Knowledge:		
A detailed understanding of the school improvement process and the ability to apply it in challenging circumstances	E	A/I
A detailed knowledge of assessment and the use of data to monitor and raise standards	E	A/I
Understanding of the relationship between financial and human resources and educational outcomes	E	I
Able to inspire, challenge, motivate and empower teams and individuals to achieve high goals	E	I
First class ambassadorial skills with an ability to present the College in an authoritative and persuasive manner	E	I
Personal Qualities:		
Be a positive role model at all times, a highly effective and respected representative of Stoke College	E	A/I
Be approachable and person-centred	E	I
A strong commitment to personal development for all staff including themselves	E	A
To be articulate with excellent interpersonal skills both verbally and in writing	E	A/I
Ability to challenge, give feedback and present views to achieve positive outcomes	E	A/I
Inspire trust and confidence across the College's community including with parents, the College Board and members of the local community	E	A

Stoke College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.

	Essential/ Desirable	Application(A) Interview (I)
To be astute and perceptive with strong analytical skills and the ability to use sound judgement in order to anticipate and resolve conflict and issues imaginatively and solve problems	E	A/I
Sustain wide, current knowledge and understanding of education and systems, and pursue continuous professional development	E	A/I
Improving Learning and Teaching:		
Proven experience as an outstanding teacher with the ability to monitor and evaluate performance for the senior leadership team to continuously improve the quality of teaching and learning and maintain and stretch high standards	E	A/I
Current proven ability to secure excellent teaching for all students to enable them to realise their potential	E	A/I
Successful experience of positive behaviour management and development of a student focused, inclusive and effective learning environment so that behaviour and attendance are outstanding	E	A/I
Able to hold all staff to account for their professional conduct and practice	E	A
Proven experience of the implementation of effective assessment procedures and an understanding of assessment for learning needs of all students.	E	A/I
Exercise strategic, curriculum-led financial planning to meet the best interests of students and the schools' sustainability	E	A/I

In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours and
- Attitudes to use of authority and maintaining discipline.

September 2019