**TRINITY ACADEMY NEWCASTLE MAT**



**Head of School Person Specification**

**Part A: Application Stage**

The following criteria (experience, skills and qualifications) will be used to short- list at the application stage:

**Essential**

|  |  |
| --- | --- |
| 1 | QTS and Leadership qualifications |
| 2 | Degree/post graduate studies |
| 3 | An experienced Leader with a proven record of improving their current school and raising standards |
| 4 | Experience of working in strategic partnership with other agencies or professionals to ensure the best outcomes for children and young people. |
| 5 | Demonstrating a committed approach to refreshing, developing and updating your personal professional development.  personal professional development. |
| 6 | Proven successful outcomes of maximising the achievements of students |
| 7 | Varied and substantial teaching experience across the age range in more than one school, including working with students with challenging behavior and mental health issues. |
| 8 | Evidence of having successfully led curriculum planning and curriculum developments. |
| 9 | Evidence of successful school improvement planning, delivery and impact |
| 10 | Experience of assessment for learning and monitoring and evaluating teaching and learning |
| 11 | Achievements in successfully managing and developing staff teams at all levels using agreed performance management arrangements |
| 12 | Leading/supporting a school/s towards achieving quality and excellence in all aspects of school life |

**Desirable**

|  |  |
| --- | --- |
| 13 | Experience of leading staff training and development with a clear link to impact |
| 14 | Evidence of having successfully developed and led a curriculum strategy which integrated finance. |
| 15 | Involvement in a range of relevant in-service training including current educational practice, leadership and school resource management |

**Part B: Assessment Stage**

Items 1 - 12 of the application stage criteria and the criteria below will be further explored at the assessment stage:

**Essential**

|  |  |
| --- | --- |
| 1 | Identify and implement current educational developments and legislative changes including those relating to special educational needs. |
| 2 | Ensure Safeguarding procedures are fully embedded including promoting emotional health and well-being for all staff and students |
| 3 | To be able to innovate, inspire and motivate other staff through excellent inter-personal and communication skills. |
| 4 | Demonstrate capacity to fully embrace Trinity’s ‘Values’ |

**Desirable**

5 Experience of Team Teach

The following methods of assessment will be used:

|  |  |  |  |
| --- | --- | --- | --- |
| **Method** |  | **Method** |  |
| Interview | Yes | Presentation | Yes |
| Lesson Observation | Yes | Structured discussion with pupils | Yes |
| Group discussion | Yes |  |  |

**Part C: Additional Requirements**

The following criteria must be judged as satisfactory when pre-employment checks are completed:

|  |  |
| --- | --- |
| 1 | Enhanced Certificate of Disclosure from the Criminal Records Bureau |
| 2 | Additional criminal record checks if applicant has lived outside the UK |
| 3 | List 99 and/or POCA List (residential establishments only) check |
| 3 | Medical clearance |
| 4 | Professional registration with the General Teaching Council for England |
| 5 | Two references from current and previous employers (or education establishment if applicant not in employment) |