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**Monkwearmouth Academy**

**Headteacher**

#### PERSON SPECIFICATION

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| **Area** |  **E = Essential Criteria D = Desirable Criteria** |
| **Criteria** | Attribute | **Stage Identified** |
| **Qualifications & Education** | EED | Recognised Teaching qualificationEvidence of commitment to continuous professional developmentNational Professional Qualification for Headship | A/CA/CA/C |
| **Experience & Knowledge** | EEEEEEEEEEDD | Substantial and successful experience of leadership and management in a schoolEvidence of managing and making a substantial contribution to the effective management of changeExperience of successfully leading and managing a team, with the ability to hold others to accountTo have taken an active involvement in school self-evaluation, improvement and development planningAbility to effectively use data, assessment and target setting to raise standards/address weaknessesEvidence of successful implementation of strategies to improve teaching and learning to raise the standards of achievement for all studentsAbility to initiate innovative curriculum design to meet the needs of all studentsUnderstanding of school finances, budget management, health and safety and estates managementExperience of partnership working with parents and the wider community, including external agenciesUnderstand the role of an Academy TrustExperience of working in or leading a school through rapid improvement with significant improvement in outcomesSuccessful experience of Headship in a secondary school. | A/I/RA/I/RA/I/RA/I/RA/I/RA/I/RA/I/RA/I/RA/I/RA/I/RA/I/RA/I/R |
| **Skills** | EEEEEEEE | Ability to provide leadership and management in a school wide settingAbility to set appropriate targets for school improvement and to establish, monitor and evaluate an action plan in relation to those targetsHigh order communication and interpersonal skills with the ability to communicate a vision and inspire othersAbility to accurately assess the quality of teaching and learning across the whole schoolSuccessful record of developing colleagues through effective professional development linked to appraisalAbility to develop and implement the school vision and values, and promote inclusivity and diversity within a framework of British ValuesTo work to high professional standards, strategically and operationally, leading by example and holding all staff to account for their professional conduct and practiceTo be able to lead and manage change in all areas of the school’s work | A/I/RA/I/RA/I/RA/I/RA/I/RA/I/RA/I/RA/I/R |
| **Personal Attributes** | EEEEE | An ability to lead and manage othersA commitment to demand and achieve ambitious standards for students through setting challenging goals and targetsA commitment to work with Tyne Coast Academy Trust, Trustees and the Local Governing Body to set school strategy and enable effective governanceA commitment to maintaining confidentiality at all timesA commitment to leading the safeguarding of all students and promoting the welfare of children and young people  | A/I/RA/I/RA/I/RA/I/RA/I/R |

**Other Requirements**

Application forms should be clear and concise, should be complete in full and should include a personal statement to address the criteria as identified in the personal specification. Covering letter should be no more than one side of A4.