

Headteacher – Person Specification

Criteria	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> Degree Teaching qualification 	<ul style="list-style-type: none"> Higher qualification in education and/or management Achieved or working towards NPQH 	<ul style="list-style-type: none"> Application form Certificates
Experience	<ul style="list-style-type: none"> Proven experience at senior leadership level Proven track record of raising educational standards 	<ul style="list-style-type: none"> Experience in at least two schools Curriculum and pastoral experience at senior management level 6th form experience 	<ul style="list-style-type: none"> Application form Letter of application Selection process References
Shaping the Future	<ul style="list-style-type: none"> Capacity to recognise and build on the considerable successes of the school and formulate a vision for innovation and improvement Sound knowledge of current and future educational developments Experience of successfully leading change and inspiring others Evidence of leading strategic developments with successful implementation An understanding of, a commitment to and an empathy with young people that guides them toward academic, spiritual, moral, cultural and social development 	<ul style="list-style-type: none"> High profile in school and community Experience of Ofsted inspections 	<ul style="list-style-type: none"> Letter of application Selection process References

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Leading Learning & Teaching	<ul style="list-style-type: none"> • Ability to lead and inspire high quality teaching and learning. • Ability to inspire, demonstrate and support the highest of expectations for all • Commitment to include and make a difference for every child • The ability to comprehensively interrogate and interpret data to monitor progress in student's learning and determine appropriate support/intervention as appropriate • Curriculum review, evaluation, management and development • Ability to secure the ongoing improvement of results. 	<ul style="list-style-type: none"> • Proven experience of implementing curriculum changes 	<ul style="list-style-type: none"> • Letter of application • Selection process • References
Developing Self and Working with Others	<ul style="list-style-type: none"> • Skill to set appropriate and challenging targets and manage performance. • Capability to make and take decisions and delegate appropriately • Commitment to the encouragement, empowerment and training of staff • Commitment to own self development • Directing and co-ordinating the work of others, effectively devolving responsibilities and delegating tasks 		<ul style="list-style-type: none"> • Letter of application • Selection process • References

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Managing the Organisation	<ul style="list-style-type: none"> Capacity to build on and manage high performing teams Ability to use strong and effective management systems underpinned by clear communication Ability to produce and implement appropriate improvement plans and policies Commitment to the continuation of our strong links and partnerships with governors, staff, parents, pupils, the wider community, and other schools Knowledge of financial management 	<ul style="list-style-type: none"> Experience of financial management 	<ul style="list-style-type: none"> Letter of application Selection process References
Securing Accountability	<ul style="list-style-type: none"> Ability to delegate responsibility effectively Ability to delegate appropriately in managing the organisation. 		<ul style="list-style-type: none"> Letter of application Selection process References
Strengthening Community	<ul style="list-style-type: none"> Commitment to promoting community links and cohesion, including the family of Schools. Ability to recognise and build on the school's excellent multi-agency links 	<ul style="list-style-type: none"> Providing leadership, within the Community and with a range of partners 	<ul style="list-style-type: none"> Letter of application Selection process References
Personal Qualities & Attributes	<ul style="list-style-type: none"> Passionate about education An effective communicator Interpersonal awareness and concern for impact Resilient Lead by example with high professional standards Dynamic and motivational Ability to reflect and respond to advice 		<ul style="list-style-type: none"> Letter of application Selection process References
Safeguarding Children	<ul style="list-style-type: none"> Commitment to the safeguarding, well-being, value and aspiration of all students 		<ul style="list-style-type: none"> Letter of application Selection process References

