

Person Specification

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|  | **Essential** | **Desirable** | **How Tested?** |
| **Professional Qualifications** | * Qualified teacher with Qualified Teacher status * Evidence of continuing professional development relating to school leadership and curriculum development * NPQH or equivalent * Safer Recruitment (within last 3 years) | Masters Qualification in relevant field | Supporting letter / document inspection |
| **Relevant experience** | *We are looking for you to evidence-*   * Established Leadership experience * A sound understanding of foundation to KS2 * An understanding of, and commitment to, promoting and safeguarding the welfare of pupils * Experience of managing budgets * Experience of working as DSL |  | Supporting letter/interviews |
| **Personal Qualities and Knowledge** | *We are looking for you to evidence how you*  Hold and articulate clear values and moral purpose, focused on providing an outstanding education for the pupils you serve.  Lead by example – with integrity, creativity, resilience and clarity- drawing on your experience, expertise and skills and that of those around you.  Communicate compellingly your school’s vision and how you drive the strategic leadership, empowering all pupils and staff to excel.  Demonstrate how you have developed positive relationships and attitudes towards your pupils and staff, and towards parents, governors and members of the local community.  Demonstrate detailed knowledge of the current Ofsted Frameworks  Demonstrate effective knowledge of safeguarding & Health and Safety Requirements.  Demonstrate an enthusiasm and understanding as to how children learn.  Demonstrate a detailed knowledge of the Curriculum. |  | Supporting letter/interview |

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| **Pupils and staff** | *We are looking for you to evidence how you:*  Create a culture of ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupil outcomes.  Have secured an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities, quality first teaching and pupil well-being.  Are able to judge the quality of teaching across the school and support staff to improve where necessary.  Are able to promote safety & the well-being of pupils and staff |  | Supporting letter/ interview |
| **Systems and process** | *We are looking for you to evidence how you:*  Provide a safe, calm and purposeful environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.  Welcome strong governance and actively support the governing board to deliver its functions effectively – in particular its functions to set school strategy and hold the headteacher to account for pupil, staff and financial performance.  Value and trust the benefits of distributive leadership throughout your school and how you have forged teams of colleagues who have distinct roles and responsibilities and hold each other to account for decision-making.  Have sound understanding of managing staff workloads. |  | Supporting letter/interview |
| **The self-improving school system** | *We are looking for you to evidence how you*  Have created an outward facing school and worked to develop effective relationships with fellow professionals and colleagues both in school and with other schools and public services to improve academic and social outcomes for all pupils.  Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.  Inspire and influence others –within and beyond schools- to believe in the fundamental  importance of education in young people’s lives. |  | Supporting letter/interview |