

## Person Specification

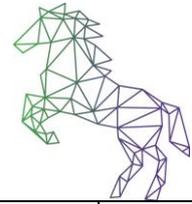
### Key:

**App** – Application Form

**Ref** – Reference

**SP** – Selection process. This could include a range of exercises, including an interview.

<b>Knowledge, Experience and Skills</b>		
	Essential/ Desirable	How identified
<b>Leadership</b>		
Experience of leadership roles	E	App/SP
Ability to build effective relationships with staff, parents, governors and other agencies	E	App/SP
Ability to influence all stakeholders	E	App/SP
Prioritises learning in all strategic decision making	E	App/SP
Ability to make and implement difficult decisions	E	App/SP
<b>Shaping the future</b>		
Defines their vision	D	App/SP
Implements a strategic plan across the whole school, identifying priorities and evaluating the impact	E	App/SP
Works with and motivates teams and individuals to implement changes across the school	E	App/SP
<b>Leading learning and teaching</b>		
Implementation of strategies which secure high standards of learning and teaching	E	App/SP
Understanding of evidence based practice and how to continually monitor developments and stay up to date	E	App/SP
In depth knowledge of how students learn/cognitive science	E	App/SP
Implementation of changes and improvements to the curriculum	E	App/SP
In depth knowledge of the use of data to monitor pupil progress	E	App/SP
Effective use of assessment tools to monitor learning and teaching	E	App/SP
Ability to identify effective interventions to ensure pupils maintain good progress	E	App/SP
Ability to identify excellent classroom practice to enable teachers to improve, through effective feedback	E	App/SP
<b>Developing self and working with others</b>		
Regularly reviews own practice and continually participates in quality CPD	E	App/SP
Uses CPD to motivate, enthuse and develop all staff	E	App/SP
Ensures effective performance management systems are in place	E	App/SP
Ability to plan and allocate work effectively	E	App/SP
Experience in managing under-performance of staff	D	App/SP
<b>Managing the organisation</b>		
Implements changes to staffing structures	D	App/SP
Recruits, retains and manages a range of school staff	E	App/SP
Develops appropriate school development plans	E	App/SP



Develops appropriate school policies and procedures	D	App/SP
Financial management of school budgets	D	App/SP
Manages the school's environment in line with health and safety regulations	D	App/SP
<b>Securing accountability</b>		
Holds people to account for what they have agreed to deliver	E	App/SP
Works effectively with the Trust Board to fulfil statutory duties	E	App/SP
Provides performance data to parents, governors and other stakeholders	D	App/SP
<b>Strengthening the community</b>		
Builds relationships with community groups, outside agencies and other schools which create innovative learning experiences for pupils	D	App/SP
Promotes the school	D	App/SP
Works with parents and carers to improve pupil outcomes	E	App/SP
<b>Child protection</b>		
Is fully aware and able to implement effective policies and procedures	E	App/SP
Ability to deal with sensitive issues in a supportive and effective manner	E	App/SP
Has experience of a multi agency team approach	D	App/SP
<b>Qualifications and training</b>		
Qualified Teacher Status or other educational qualification	E	App/SP
A degree or management qualification	E	App/SP
NPQ: Leadership (H, SENCO, SL, ML) or Specialist (LT, TD, B&C)	D	App/SP
<b>Personal qualities and attributes</b>		
Moral purpose (Equality, children and adults treated with respect)	E	SP
Excellent communicator (Listening, putting a message across)	E	SP
Child centred	E	SP
Enjoys challenge	E	SP
Works to deadlines	E	SP
Enthusiastic and optimistic	E	SP
Excellent problem solving/analytical skills	E	SP
Self awareness, knowledge of strengths and limitations	E	SP
Resilient	E	SP
Integrity	E	SP
Self motivated and able to motivate others	E	SP