

## Person specification

Criteria	Qualities
<ul style="list-style-type: none"> <li>Education and Qualifications</li> </ul>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> <li>Evidence of professional development in preparation for a leadership role</li> <li>Masters or National Professional Qualification</li> </ul>
<ul style="list-style-type: none"> <li>Experience</li> </ul>	<ul style="list-style-type: none"> <li>Successful leadership and management experience in a school</li> <li>Proven success as a class teacher across a variety of phases</li> <li>Involvement in school self-evaluation and school improvement planning</li> <li>Demonstrable experience of successful line management or staff development</li> <li>Experience of working in a multi-cultural school</li> <li>Experience of collaborating with parents and families</li> </ul>
<ul style="list-style-type: none"> <li>Knowledge and skills</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and awareness of recent educational developments and the legislative framework</li> <li>Understanding of high-quality teaching, and the ability to model this for others and support others to improve</li> <li>Effective communication and interpersonal skills</li> <li>Ability to communicate a vision and inspire others</li> <li>Ability to build effective working relationships with all stakeholders</li> <li>Knowledge of Safeguarding / Child Protection legislation and procedures</li> <li>Knowledge of a range of assessment procedures, including formative and summative</li> <li>Understanding of the role that school council and pupil voice play in monitoring and school improvement</li> <li>An understanding of equality of opportunity for all pupils and staff in the school</li> <li>Knowledge and understanding of effective systems and strategies for positive behaviour management and pastoral support</li> </ul>
<ul style="list-style-type: none"> <li>Personal attributes</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to the school's vision and values</li> <li>A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>Ability to work supportively within a team under pressure and prioritise effectively</li> <li>Commitment to maintaining confidentiality at all times</li> <li>Commitment to safeguarding and equality ensuring that personal beliefs are not expressed in ways that exploit the position</li> <li>Flexible in approach and willing to learn and develop new skills, and lead by example</li> <li>Skill with communicating effectively with staff, parents, governors and outside agencies</li> </ul>