

Person Specification: HEAD OF SCHOOL

Qualifications/Training	Essential	Desirable
Holds Qualified Teacher Status	*	
Good Honours Degree	*	
Relevant post graduate qualification		*
NPQH/NPQSL or other form of Headship qualification		*
Experience	Essential	Desirable
Relevant teaching experience within a secondary school	*	
Experience of senior leadership within a secondary school	*	
Proven experience of raising standards and outcomes for pupils	*	
Experience of working at a whole-school level	*	
Experience of self-evaluation and school improvement planning including target setting and monitoring progress against targets	*	
Experience of transformational leadership or leading significant school improvement.	*	
Experience of leading INSET	*	
Experience of managing a team of staff	*	
Extensive and successful experience of working with children with significant barriers to learning	*	
Experience of working with school Governors, Board of Trustees		*
Knowledge and Skills	Essential	Desirable
Current educational developments, including up to date knowledge and understanding of the current national agenda	*	
Understanding of Quality First Teaching and a range of effective intervention strategies to raise attainment	*	
Confident in school self-evaluation and monitor and evaluate effectively	*	
Data analysis skills including using data to determine the impact of interventions and understand/interpret external data sets	*	
Knowledge of evidence based research and strategies to raise attainment of all pupils including those who are disadvantaged	*	
Knowledge of high-quality CIAG provision and NEET prevention strategies	*	
Collect and weight evidence, make judgements and take decisions in line with good education practice.	*	

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Knowledge and experience of effective behavior for learning strategies	*	
A commitment and detailed understanding of safeguarding policy and procedures	*	
Excellent knowledge and understanding of the National Curriculum	*	
Detailed understanding of the Ofsted framework	*	
Ability to lead by example	*	
To build effective and positive working relationships	*	
A sound understanding of the current and future issues and policies that impact on education		*
Experience of successfully managing change in an organisation		*
Managing School finances and budgets		*
Leadership	Essential	Desirable
Have highly developed people skills and previous experience in leading teams effectively	*	
Ability to lead the school through changes, and to meet new challenges with enthusiasm, vision and flair with a positive approach to behaviour.	*	
Leads by example with integrity, creativity, resilience, and clarify – drawing on own expertise and skills , and that of those around them.	*	
The management of staff performance including supervision, target setting and capability and or conduct management procedures	*	
Develop leadership capacity and skills within teams and individuals		*
Personal Qualities	Essential	Desirable
High level leadership, communication and interpersonal skills	*	
Ability to work collaboratively, lead, motivate and inspire others	*	
Commitment to equal opportunities and securing good outcomes for pupils	*	
Ability to work under pressure and prioritise appropriate	*	
Excellent organisational skills	*	
Strong moral purpose and drive for improvement	*	

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Strong attention to detail and clarity	*	
The ability to travel as necessary throughout the Trust	*	
Well-developed interpersonal and communication skills and an ability to use new and emerging technologies to secure impact	*	
Demonstrates a personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people and raising standards	*	
Demonstrates personal and professional integrity, including modelling values and vision	*	
Hold high expectations for student achievement whilst having an 8innate understanding of the barriers that may prevent this for young people, and experience of leading strategies to overcome these	*	
Have high levels of emotional intelligence, be reflective and open minded	*	
A commitment to promote and support the aims and values of the MAT	*	
A strong team player with good interpersonal skills and the ability to work effectively as part of a team	*	