



TRINITY ACADEMY NEWCASTLE MAT

Head of School Person Specification

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	QTS and Leadership qualifications
2	Degree/post graduate studies
3	An experienced Leader with a proven record of improving their current school and raising standards
4	Experience of working in strategic partnership with other agencies or professionals to ensure the best outcomes for children and young people.
5	Demonstrating a committed approach to refreshing, developing and updating your personal professional development.
6	Proven successful outcomes of maximising the achievements of students
7	Varied and substantial teaching experience across the age range in more than one school, including working with students with challenging behavior and mental health issues.
8	Evidence of having successfully led curriculum planning and curriculum developments.
9	Evidence of successful school improvement planning, delivery and impact
10	Experience of assessment for learning and monitoring and evaluating teaching and learning
11	Achievements in successfully managing and developing staff teams at all levels using agreed performance management arrangements
12	Leading/supporting a school/s towards achieving quality and excellence in all aspects of school life

Desirable

13	Experience of leading staff training and development with a clear link to impact
14	Evidence of having successfully developed and led a curriculum strategy which integrated finance.
15	Involvement in a range of relevant in-service training including current educational practice, leadership and school resource management

Part B: Assessment Stage

Items 1 - 12 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Identify and implement current educational developments and legislative changes including those relating to special educational needs.
2	Ensure Safeguarding procedures are fully embedded including promoting emotional health and well-being for all staff and students
3	To be able to innovate, inspire and motivate other staff through excellent inter-personal and communication skills.
4	Demonstrate capacity to fully embrace Trinity's 'Values'

Desirable

5	Experience of Team Teach
---	--------------------------

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	Yes
Lesson Observation	Yes	Structured discussion with pupils	Yes
Group discussion	Yes		

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
3	Medical clearance
4	Professional registration with the General Teaching Council for England
5	Two references from current and previous employers (or education establishment if applicant not in employment)