

## Head Teacher Person Specification

### Values

- Thinking Big
- Show energy, enthusiasm and passion for what you do.
- Demand the highest quality in your own work, and that of your team.
- Willing to champion new ideas and think progressively.
- Be open to feedback and to new ideas and changes where it will have a positive impact on the organisation.
- Ability to “look outside” - to continually learn about innovations in your field, new ways of doing things, and bring the learning into your work.
- Commitment to self-development, and developing your wider team.

### Personal attributes

- Have integrity and congruence in all that you do.
- Make decisions that are based on achieving the best outcomes for the students, even when this means they are unpopular or will lead to more work.
- Have a deep understanding and tolerance relating to inclusivity, equality and diversity.
- Take responsibility and ownership for the area of your work.
- Have difficult conversations or deliver difficult messages if that is what is required to do the right thing by our students.
- Be inclusive, approachable and recognising the need.
- Be resilient and trustworthy.

### Leadership

- Leading and developing high performing teams.
- Develop and lead the strategy, vision and culture for the school.
- Recognise that everyone is important within Gildredge House, and show an ability to build strong working relationships at every level.
- Recognise and celebrate success and achievement, of your colleagues and students.
- Be generous with sharing your knowledge to help to develop others.
- Be aware of other peoples’ needs.
- Show an awareness and respect for people’s differences, and recognise how different characteristics and personal strengths build dynamic and great teams.

E = Essential. D = Desirable. A = Application. I = Interview.

	CRITERIA	E	D	A, I
<b>A</b>	<b>EDUCATION AND QUALIFICATION</b>			
1	Qualified Teacher Status (QTS)	✓		A
2	Graduate		✓	A
3	Substantial continued professional development in leadership and relevant professional area with evidence	✓		A, I
4	NPQH / NPQSL		✓	A
<b>B</b>	<b>PROFESSIONAL QUALITIES, EXPERIENCE AND SKILLS</b>			
5	Strategic leadership experience in Secondary / Sixth Form for a minimum of 2 years	✓		A, I

	CRITERIA	E	D	A, I
6	Successful experience of leading teams across different key stages showing sound knowledge of Ofsted criteria	✓		A, I
7	An ability to design and implement an inclusive relevant curriculum with knowledge of latest curriculum developments	✓		A, I
8	Knowledge and understanding of Primary education		✓	A, I
9	Evidence of implementation of successful strategies for planning, monitoring and evaluating school improvement, raising standard for students of all abilities	✓		A, I
10	Effective leadership of staff performance management and professional development (CPD)	✓		A, I
11	Successful management of school self-evaluation, improvement planning and target setting	✓		A, I
12	Leadership in pastoral/student development within a robust safeguarding culture	✓		A, I
13	Knowledge and understanding of statutory requirements and experience of child protection, safer recruitment, safeguarding procedures and Prevent	✓		A, I
14	To work cohesively and respectfully with the board of governors	✓		A, I
15	Successful partnership with other schools, relevant service agencies and stakeholders		✓	A, I
C	STUDENTS AND STAFF			
16	The ability to embody and bring to life the schools' vision and ethos across the school community	✓		A, I
17	Use of innovative approaches to the development of teaching and learning	✓		A, I
18	Provide inspirational leadership which challenges, motivates and empowers students, staff and stakeholders	✓		A, I
19	An ability to analyse and interpret student data to inform planning and set challenging performance targets	✓		A, I
20	In-depth knowledge and the desire to stay abreast of best practice in teaching and learning to support student achievement	✓		A, I
D	ACCOUNTABILITY			
21	Experience and evidence of robust appraisal and performance management, challenging under performance and recognising excellence	✓		A, I
22	Strategic financial management to achieve educational priorities and ensure efficiency and best value for money	✓		A, I
23	To conduct and combine the outcomes of regular school self-review with external evaluations to further develop the schools' success	✓		A, I
E	PERSONAL QUALITIES AND ATTRIBUTES			
24	A motivational inspiring leader, willing to champion new ideas, to embed and embrace a growing vision with energy and enthusiasm	✓		A, I
25	Exceptional communicator, who shows empathy to students, staff, governors and the community	✓		A, I
26	A great team builder who thrives on challenge and has strong willpower and mental courage	✓		A, I
27	Optimistic, approachable and resilient with an energetic and positive outlook	✓		A, I
28	A great listener, inclusive but outward thinking, able to lead but delegate appropriately	✓		A, I