



## Person Specification

### Headteacher

<b>Education and Professional Qualifications</b>		
Qualified Teaching Status	<b>E</b>	
Evidence of continuous professional development	<b>E</b>	
Higher Degree		<b>D</b>
NPQH		<b>D</b>
A degree qualification	<b>E</b>	
Recent and relevant leadership development training	<b>E</b>	
Ofsted Inspection qualification		<b>D</b>
Demonstration of commitment to on-going professional development	<b>E</b>	
<b>Experience</b>		
Successful experience of providing school improvement challenge and support to other schools	<b>E</b>	
Track record of successfully leading school improvement as demonstrated by Ofsted judgements and / or student outcomes over time	<b>E</b>	
Developing and leading implementation of strategies to improve teaching and learning within a department / faculty		<b>D</b>
Experience of learning in challenging settings		<b>D</b>
Experience of working at senior level within a MAT		<b>D</b>
Successful leadership of a school through inspection / external scrutiny process	<b>E</b>	
Effective development of teams and leaders with impact on standards	<b>E</b>	
Successful challenge of underperforming staff	<b>E</b>	
Leadership of innovation / change management with evidence of positive impact	<b>E</b>	
Leadership of improvement in quality of teaching, learning and achievement	<b>E</b>	
Work with a range of external agencies to accelerate improvement	<b>E</b>	
Excellent understanding of all relevant data; ability to analyse forensically and use analysis to inform improvement planning	<b>E</b>	
Strong knowledge and understanding of external assessment / examination / inspection and reporting measures	<b>E</b>	
Understanding of and ability to implement rigorous self-evaluation	<b>E</b>	
Ability to hold leaders to account for their performance	<b>E</b>	

<b>Knowledge and Skills</b>		
Knowledge of primary education	<b>E</b>	
Knowledge of secondary education		<b>D</b>
Knowledge of wide range of school improvement strategies	<b>E</b>	
An understanding of how students learn and an indication of how to meet their needs	<b>E</b>	
Evidence of excellent leadership and management skills	<b>E</b>	
Ability to build good relationships with all stakeholders	<b>E</b>	
Ability to use ICT as a management tool	<b>E</b>	
An understanding and commitment to equality and inclusion principles and practice	<b>E</b>	
Demonstrates the ability to build and maintain positive links and relationships with governors, parents and other stakeholders		<b>D</b>
Excellent written and oral communication skills	<b>E</b>	
Able to produce concise and detailed written reports	<b>E</b>	
<b>Personal Attributes</b>		
Ability to provide clear leadership and direction	<b>E</b>	
Good interpersonal skills	<b>E</b>	
Excellent planning and organising skills	<b>E</b>	
Ability to think and plan strategically and creatively to find solutions	<b>E</b>	
Able to demonstrate a pragmatic approach that is focused on delivering objectives, managing diverse priorities and workload	<b>E</b>	
Commitment to high standards and continuing improvement	<b>E</b>	
Innovative and creative	<b>E</b>	
Able to demonstrate a commitment to the principles of diversity	<b>E</b>	
Ability to work as part of team	<b>E</b>	
Ability to work under pressure	<b>E</b>	
Assertive	<b>E</b>	

**Essential (E), must have**

**Desirable (D), should have**