PERSON SPECIFICATION Specialist Teacher – Enhanced Resource Provision			
Criteria	Essential	Desirable	Evidence source
Qualified Teacher Status	x		Application
A degree level qualification or equivalent	x		Application
Further relevant professional or academic study and evidence of CPD	x		Application
Evidence of commitment to CPD, including leadership training	x		Application References
Knowledge of current issues in education	x		Application Interview
A relevant leadership qualification		x	Application
NPQH qualification		x	Application
Experience of nurturing the Safeguarding culture within school so it is embodied by all staff and everyone is kept safe and a commitment to Safeguarding, Equality & Inclusion	x		Application References Interview
A clear understanding of and commitment to promoting Safeguarding all pupils and working with parents & carers and relevant agencies	x		Application References Interview
Extensive experience of proven, strong, successful senior leadership and management in a secondary school	x		Application References Interview
Evidence of demonstrating a strategic leadership style characterised by integrity, creativity, resilience and clarity	x		Application Interview
Experience of implementing, managing, and evaluating change in a collaborative way	x		Application References Interview
Significant experience of using data to plan and improve pupil's outcomes, identifying barriers and strategies to overcome them	x		Application References Interview
Experience of making effective use of funding and resources using ICFP	x		Application Interview
Experience of high-quality risk management and ensuring risks are mitigated in line with the school's risk appetite	x		Application
Experience of using evidence-informed approaches both in teaching and learning strategies, systematically across the school and in the creation of policies, procedures and school improvement plans	x		Application References Interview
Demonstrable experience of successful, supportive line management and staff development	x		Interview

Experience of working with a governing board and fulfilling commitments arising from contractual accountability to them	x		Application Interview
Senior Leadership Team experience through successful Ofsted inspection		x	Application References
Experience of engaging with a Research School		x	Application References Interview
Experience in successfully recruiting, appointing and inducting staff	x		Application
A clear understanding of what makes good and outstanding teaching through a deep understanding of how pupils learn and the ability to develop and sustain a culture where each teacher has a professional obligation to improve their practice and you are able to model this to others	x		Application References Interview
A clear understanding of how to create whole school accountability systems, implementing them with support of SLT, combining data from a range of sources to maximise the achievement of pupils, monitor progress and identify weaknesses and strategies to overcome them	x		Application References Interview
Knowledge and understanding of how to manage the school's environment effectively and efficiently to ensure it meets the needs of all pupils and staff and meets the needs of the curriculum and all Health & Safety regulations	x		Application References Interview
An understanding of how to empower pupils to thrive, achieve success and be actively engaged in their own learning. Setting high expectations for all and preparing all pupils from all backgrounds for the next phase	x		Application Interview
Understand how school can fulfil its statutory duties regarding SEND code of practice	x		Application Interview
Knowledge and understanding of developing and maintaining effective strategies and procedures for staff induction, CPD and performance review	x		Application Interview
Excellent communication skills and proven ability to listen, reflect and work with the whole school community	x		Application Interview
Knowledge and understanding of statutory frameworks which set out professional duties and responsibilities, including personal accountability and SIRO role	x		Application Interview
Understand how to ensure effective planning, collaborative support and evaluate work undertaken by staff	x		Interview
Able to determine, organise, resource and implement a challenging and ambitious curriculum, underpinned	x		Application

by an effective, intelligent assessment and reporting framework			References Interview
Knowledge and experience of effective people management, strategies and practice and understanding of personal accountability	x		Interview
Knowledge of proven strategies that secure high standards of behaviour and attendance	x		Application
Knowledge of local issues including educational issues and their impact on the school	x		Application
Knowledge of current Ofsted inspection framework		x	Application References
Knowledge of how new technologies may both support and enhance the teaching and learning and how they may support and assist the management of the school		x	Interview
Be committed to building positive relationships, demonstrating optimistic personal behaviour, rooted in mutual respect. Treating pupils, staff, parents, governors and the wider community equitably and with dignity, respect, honesty and kindness ensuring a safe and healthy environment	x		Application References Interview
Have a commitment to valuing and supporting and encouraging the professional development of all staff, building, motivating and nurturing a strong, collaborative team culture to deliver school improvement	x		Application References Interview
Willingness to foster and open, transparent culture and deal with difficult conversations, including challenging under-performance and conflict with integrity at every level	x		Application Interview
Show tolerance and respect for the rights of others, recognising differences and cultural diversity while upholding the fundamental British values and ensure that the strategic planning takes into account diversity and equality and experience of the school community at large. Ensuring personal beliefs are not expressed in any way that may exploit the position	x		Application References Interview
Commitment to uphold 7 principles of public life (Nolan principles) at all times	x		Application References Interview
Ability to remain resilient when prioritising and working under pressure	x		Application References Interview
Be able to manage own workload and that of others to allow for appropriate home/work balance and model this to others	x		Application References Interview

Able to review and reflect on own practice, set own targets and take responsibility for own CPD and take into account feedback from others	x		Application References
Drive to getting the best outcomes for all students whilst monitoring, evaluating and reflecting resources to ensure they are improving the quality of education for all pupils and that they provide value for money	x		Application References
Understanding the differences between the roles and responsibilities of a Headteacher in a maintained school and those in a local school within an academy		x	Application
Willingness to engage in high-quality research, sharing good practice, celebrating success and accepting responsibility for outcomes		x	Interview