



# Hyde High School

Person Specification: **Headteacher**

Grade: L28-34

Working pattern: Full time, permanent.

Responsible to Board of Governors

**Core Role**  
The Headteacher is responsible for the day to day operation of the school, the culture and ethos within it and the quality of education and outcomes. Modelling the highest standards of principled and professional conduct, the Headteacher will provide leadership which secures the school's success, ensuring high quality teaching and achievement and a positive and enriching educational experience.

## Qualifications

	Applic/ Selection Process*	Essential/ Desirable
Qualified Teacher Status	A	E
Educated to degree level or equivalent	A	E
NPQH (or working towards)	A	E

\*This includes the interview process and references

## Experience and knowledge

Experience of working successfully and strategically at senior leadership level in a secondary environment.	A, S	E
Substantial and successful experience as a teacher in secondary education.	A, S	E
A proven track record of strategic and innovative thinking translating into improved educational provision and outcomes.	A, S	E
Experience of effectively leading and managing staff and developing high performing teams.	A, S	E
Experience of creating and sustaining positive relationships with a wide range of internal and external stakeholders.	A, S	E
Experience of observing teaching and learning and providing effective and constructive feedback.	A, S	E
Understanding of effective financial and resource management.	A, S	E
Experience of working with a Governing Board.	A, S	D
Knowledge and understanding of the implications of current educational developments.	S	E
Knowledge and understanding of the implications of being a PFI school	S	D
Knowledge and understanding of curriculum design and implementation to optimise the learning of all pupils.	A, S	E

## Personal skills and qualities

Passionate and ambitious about the right of every pupil to have a high quality education thus enabling them to develop into a confident, decent and successful member of the community.	A, S	E
Committed to safeguarding and promoting the welfare of children.	A, S	E
Committed to equality and inclusive practices.	A, S	E
Demonstrates gravitas, authority, empathy and fairness. Natural presence.	S	E
Honesty and integrity.	A, S	E
Confident in maintaining a prominent profile in and around school and visibly promoting high standards.	A, S	E
Able to employ a range of appropriate leadership styles which sustain an effective and caring ethos.	A, S	E

Able to think and plan strategically and drive initiatives through to successful completion.	A, S	E
Confident in holding others to account.	A, S	E
Resilient.	A, S	E
Skilled in analytical understanding and the use of data to set and achieve challenging targets for improvement.	A, S	E
Committed to the value of collaborative working within and without the school.	A, S	E
An outstanding communicator.	S	E
Able to inspire, motivate, challenge and support pupils, staff and other stakeholders.	A, S	E
Able to delegate appropriately.	S	E
Able to prioritise, meet deadlines and to perform effectively under pressure.	A, S	E
A reflective practitioner who is able to take others' views into account.	S	E
Able and confident to make well-informed and considered decisions.	A, S	E
Conscientious, hardworking, reliable and efficient.	A, S	E
A team player.	S	E
Committed to continuing professional development at all levels.	A, S	
A proven track record of excellent attendance and punctuality.	S	E
Positive in outlook with a sense of proportion and a keen sense of humour.	S	E
Able to maintain a healthy work-life balance.	A, S	E

Hyde High School is committed to safeguarding and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check.