

**LAWRENCE SHERIFF SCHOOL**

**A National Teaching School**

**RUGBY**

**Person Specification - Headteacher**

|  | **Essential** | **Desirable** |
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| **QUALIFICATIONS AND TRAINING** |  |  |
| First degree or equivalent | Y |  |
| Qualified teacher status | Y |  |
| To have completed or be in the process of completing a headship qualification such as NPQH  |  | Y |
| **EXPERIENCE** |  |  |
| A proven track record of successful senior leadership as Headteacher, Deputy Headteacher, Head of School or similar, in a secondary school | Y |  |
| Successful teaching experience within secondary education | Y |  |
| Successful teaching or leadership experience in a school with a sixth form |  | Y |
| Leadership of an academic or pastoral area within a secondary school | Y |  |
| Demonstrate delivery of innovation and change in education |  | Y |
| Evidence of an inclusive leadership style, demonstrating the ability to lead through changing circumstances | Y |  |
| Evidence of building a culture and environment of trust and high performance  | Y |  |
| Work collaboratively across the school developing strong partnerships with colleagues | Y |  |
| Experience of curriculum management and knowledge of curriculum development | Y |  |

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| **PERSONAL SKILLS AND QUALITIES** | **Essential** | **Desirable** |
| An excellent communicator  | Y |  |
| A willingness to pause and reflect before taking important decisions | Y |  |
| Remaining calm under pressure, showing decisive leadership when the circumstances require  | Y |  |
| Personal “presence” and confidence | Y |  |
| Warmth and sensitivity; enthusiasm and a sense of humour | Y |  |
| Drive, energy, commitment, proven capacity for hard work | Y |  |
| Capacity to manage own work pressure and that of others effectively | Y |  |
| An inclusive approach to leadership, inspiring and empowering others to succeed | Y |  |
| Ability to work through challenges, take difficult decisions and to follow at all times the principles of ethical leadership | Y |  |
| **KNOWLEDGE AND SKILLS** |  |  |
| An ability to empathise and understand the other person’s point of view | Y |  |
| An ability to develop over time a thorough knowledge of national policy, legislation and financial frameworks  | Y |  |
| Ability to communicate effectively with different audiences, orally and in writing | Y |  |
| Excellent time management | Y |  |
| Ability to analyse and interpret comparative data | Y |  |
| Good I.C.T. skills and knowledge of management systems |  | Y |