Person specification

	Personal Qualities, Qualification and Experience	Essential	Desirable	Application	Interview Process	References
	Qualifications and Training					
1	Honours degree or equivalent	*		*		
2	Qualified Teacher status	*		*		
3	Evidence of senior school leadership	*		*		
4	Evidence of experience in Initial Teacher Training		*	*		
5	Evidence of continuous professional development relating to school leadership and management, curriculum, teaching and learning, quality assurance and school quality assurance	*		*		
	Professional Experience and Knowledge					
1	Substantial, successful teaching experience	*		*	*	*
2	Successful recent strategic leadership experience likely to have been gained as a senior leader	*		*	*	*
3	Successful experience of raising standards for all groups with measurable outcomes	*		*	*	*
4	Proven track record of managing successful school self-evaluation and accountability and the school improvement process	*		*	*	*
5	Proven track record in leading and managing staff including building a successful team, delegating effectively and implementing and managing change	*		*	*	
6	Experience of working in collaboration and/or partnership with internal and external stakeholders	*		*	*	

7	In-depth knowledge and understanding of the wider educational agenda including current national policies, the Ofsted framework and education issues.	*		*	*	
8	Successful experience of supporting school improvement	*		*	*	
9	Evidence of highly developed skills in recognising high performance, tackling underperformance through resolution and supporting continuous professional development of colleagues	*		*	*	*
10	In-depth knowledge and experience of Child Protection, Safer Recruitment and Safeguarding procedures	*		*		
11	A commitment to and evidence of promoting diversity and equal opportunities and good employment practice	*			*	
12	A secure understanding of statutory responsibilities relating to SEND and inclusion, including the SEND Code of Practice, reasonable adjustments and effective provision for pupils with a range of additional needs.	*		*	*	
13	Successful experience of leading or significantly contributing to improvements in SEND and inclusive provision, establishing an inclusive culture in which pupils with SEND and additional needs are supported to participate, achieve and thrive.	*		*	*	
14	A sound understanding of effective early years practice and the statutory requirements relating to early years provision.	*		*	*	
15	Experience of leading, overseeing or working effectively with early years provision.		*	*	*	
Leading Teaching and Learning						
1	A proven track record in ensuring the highest possible standards in teaching and learning	*		*	*	*
2	Sustained experience of managing, monitoring and evaluating pupil progress	*		*	*	*
3	Successful experience of positive behaviour management and developing a student focused, inclusive and effective learning environment so that behaviour and attendance are outstanding	*		*	*	
4	Successful experience of curriculum development	*		*	*	
5	A proven track record of introducing effective intervention strategies and evidencing their impact	*		*	*	
Personal Qualities						
1	Is committed to putting continuous improvement and pupil outcomes at the core aspects of leadership and management	*		*	*	

2	Has high expectations and personal integrity with the ability to promote and sustain the values, culture and ethos of the Academy and the Trust	*		*	*	*
3	Is articulate and approachable with excellent interpersonal communication skills both verbally and in writing	*			*	*
4	Is able to manage, inspire, encourage and empower staff	*		*	*	
5	Is able to manage the personal demands of the post effectively on a day by day basis whilst maintaining a good work life balance	*			*	*
6	Is an outstanding, reflective practitioner with high quality teaching and leadership skills and high expectations for pupils' learning, progress and attainment	*		*	*	*