

ROCHDALE BOROUGH COUNCIL PERSON SPECIFICATION

Post: Headteacher

Group Size 7: ISR L29-L35

Note to Applicants:

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

The **Assessment** column shows how the panel will obtain the necessary information about you.

If the **Assessment** column says the **Application Form** next to an **Essential Criteria** or a **Desirable Criteria**, you **MUST** include in your application enough information to show **how** you meet these criteria. You should include examples from your paid or voluntary work.

AF - Application Form

I – Interview

CC – Checking of Certificates/Evidence from the awarding body

A - Assessment

	SELECTION CRITERIA	Assessment	Essential	Desirable
	Commitment to achieving the very best for all children.	AF/I/A	X	
	1. Training, Qualifications and Experience			
1.1	Qualified Teacher Status.	AF/CC	X	
1.2	NPQH or relevant postgraduate qualification, working towards NPQH or a commitment to work towards the NPQH.	AF/CC	X	
1.3	National Credited SENDCo qualification.	AF/CC		X
1.4	Evidence of relevant continuing professional development.	AF/I/A	X	
1.5	Successful leadership and management experience as Headteacher or Executive Headteacher from within a similar context, including Acting/Interim experience.	AF/I/A		X
1.6	Experience of working in more than one school or educational setting with management responsibilities.	AF/I/A	X	
1.7	Significant and successful experience of School Improvement with demonstrable impact.	AF/I/A	X	
1.8	Track record of leading change effectively with demonstrable impact.	AF/I/A	X	
1.9	Track record of using effective strategies for monitoring and evaluating the quality and impact of the curriculum and meeting the educational needs of all pupils at the school.	AF/I/A	X	
1.10	Track record of using successful strategies for inclusion, community cohesion and the promotion of equal opportunities.	AF/I/A	X	
1.11	Experience of effective school development/action planning/monitoring and evaluation processes.	AF/I/A	X	
1.12	Understanding of the SEND Code of Practice, it's implementation and legislation affecting students with additional educational needs.	AF/I/A	X	
1.13	Evidence of the ability to use data to set challenging targets for improvements and benchmark success.	AF/I/A	X	
1.14	Experience of and a commitment to, being proactive in engaging with partnerships with other schools, community groups and agencies to improve opportunities for children.	AF/I/A	X	
1.15	Experience of strategies to develop pupils' personal development, behaviour and wellbeing.	AF/I/A	X	

	SELECTION CRITERIA	Assessment	Essential	Desirable
1.16	Experience in effectively managing financial resources and a delegated budget and to be able to provide strong financial strategic oversight. Ensuring that funding is deployed effectively to best meet the students' needs.	AF/I/A	X	
1.17	Experience in planning, reviewing and evaluating resources effectively.	AF/I/A	X	
1.18	Ability to plan, set objectives and priorities and monitor progress at an operational level.	AF/I/A	X	
1.19	Understanding and experience of working with children and young people with social, emotional and mental health difficulties.	AF/I/A	X	
	2. Skills and Knowledge			
2.1	Ability to enable and empower governors to fulfil their roles and responsibilities.	AF/I/A	X	
2.2	Ability to motivate and support all staff including development of leadership at all levels and to deploy leadership styles appropriate to context.	AF/I/A	X	
2.3	To inspire and lead a team effectively, delegate appropriately and manage the performance of individual staff members.	AF/I/A	X	
2.4	Ability to develop high quality staff in line with the School Improvement priorities.	AF/I/A	X	
2.5	Ability to articulate a clear personal philosophy for education.	AF/I/A	X	
2.6	An ability to lead the school with a clear vision, direction and aspirations.	AF/I/A	X	
2.7	A proven ability to establish and sustain excellent relationships with parents, pupils, governors, staff and all stakeholders.	AF/I/A	X	
2.8	An understanding of system leadership and the commitment and ability to work with other school leaders (Primary and Secondary).	AF/I/A	X	
2.9	The ability to ensure agreed actions are implemented, promoting and maintaining high positive standards, monitoring progress and accountability for achievement of pupil outcomes.	AF/I/A	X	
2.10	The ability to develop the personality of the whole child including spiritual, moral, social, cultural and academic aspects of development.	AF/I/A	X	
2.11	Knowledge and understanding of Primary and Secondary settings, their National Curriculum and current thinking with regards to curriculum design.	AF/I/A	X	
2.12	An up to date understanding of national education policy, educational developments and the statutory and legal framework in which a school and a Pupil Referral Service operates.	AF/I/A	X	
2.13	Ability to empathise and engage with the cultural and contextual needs of the local community, clearly articulating the values of the school to all partners.	AF/I/A	X	
2.14	Ability to communicate clearly with a wide range of people using a variety of media.	AF/I/A	X	
2.15	Strong knowledge and understanding of safeguarding, including contextual safeguarding, and commitment to supporting multi agency partnership working.	AF/I/A	X	
2.16	Knowledge and understanding of statutory assessment and pathways to access a broad range of qualifications.	AF/I/A	X	
2.17	Able to support and challenge schools and partners in championing the needs of all children to bring about successful and sustained outcomes.	AF/I/A	X	
2.18	To have a clear understanding of the role played by alternative providers and the pupil referral service.	AF/I/A	X	

	SELECTION CRITERIA	Assessment	Essential	Desirable
	3. Special Working Conditions			
3.1	The ability to converse at ease with all stakeholders and in accurate spoken and written English.	AF//A	X	