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**Ridgeway Primary Academy**

**Headteacher**

#### PERSON SPECIFICATION

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| **Area** | **E = Essential Criteria D = Desirable Criteria** | | |
| **Criteria** | Attribute | **Stage Identified** |
| **Qualifications & Education** | E  E  D | Recognised Teaching qualification  Evidence of commitment to continuous professional development  National Professional Qualification for Headship | A/C  A/C  A/C |
| **Experience & Knowledge** | E  E  E  E  E  E  E  E  E  E  E  D | Substantial and successful experience of leadership and management in a school  Evidence of managing and making a substantial contribution to the effective management of change  Experience of successfully leading and managing a team, with the ability to hold others to account  To have taken an active involvement in school self-evaluation, improvement and development planning  Ability to effectively use data, assessment and target setting to raise standards/address weaknesses  Evidence of successful implementation of strategies to improve teaching and learning to raise the standards of achievement for all pupils  Ability to initiate innovative and creative curriculum design to meet the needs of all pupils  Experience of creating, setting and sharing high expectations of self, pupils and staff in all areas of the school  Understanding of school finances, budget management, health and safety and estates management  Experience of partnership working with parents and the wider community, including external agencies  Understand the role of an Academy Trust  Experience of working in or leading a school through rapid improvement with significant improvement in outcomes | A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R |
| **Skills** | E  E  E  E  E  E  E  E | Ability to provide leadership and management in a school wide setting  Ability to set appropriate targets for school improvement and to establish, monitor and evaluate an action plan in relation to those targets  High order communication and interpersonal skills with the ability to communicate a vision and inspire others  Ability to accurately assess the quality of teaching and learning across the whole school  Successful record of developing colleagues through effective professional development linked to appraisal  Ability to develop and implement the school vision and values, and promote inclusivity and diversity within a framework of British Values  To work to high professional standards, strategically and operationally, leading by example and holding all staff to account for their professional conduct and practice  To be able to lead and manage change in all areas of the school’s work | A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R |
| **Personal Attributes** | E  E  E  E  E  E | An ability to lead and manage others  A commitment to demand and achieve ambitious standards for pupils through setting challenging goals and targets  A commitment to work with Tyne Coast Academy Trust, Trustees and the Local Governing Body to set school strategy and enable effective governance  A commitment to maintaining confidentiality at all times  Have high expectations of yourself and the ability to create and set high expectations for others  A commitment to leading the safeguarding of all students and promoting the welfare of children and young people | A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R |

**Other Requirements**

Application forms should be clear and concise, should be complete in full and should include a personal statement to address the criteria as identified in the personal specification. Covering letter should be no more than one side of A4.