



Stepney All Saints School

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Person Specification - Headteacher

EDUCATION	ESSENTIAL A: application I: interview	DESIRABLE A: application I: interview
Educated to degree level, with any higher degree, postgraduate or leadership qualification	A	
Qualified Teacher Status	A	
NPQH or education related post-graduate qualification		A
Evidence of recent and relevant training and development at head or deputy head level	A	
Experience of working at a senior level in a Church of England school within a multi faith context	A	
KEY SKILLS AND EXPERIENCE		
Experience of leadership in a Church of England School and evidenced understanding of the ethos of a VA school in a multi-cultural and multi-faith community.	A	
Substantial experience of teaching and leadership in a school at Key Stages 3, 4 & 5	A	
Evidence of the ability to work in an outward facing way	A/I	
Demonstrable experience of raising and sustaining whole school achievement at Key stages 3, 4 & 5	A/I	
Successful strategic experience of leading and managing at headship/deputy headship level in a secondary school or other educational organisation	A	
In-depth knowledge and understanding of the wider educational agenda including current national policies and educational issues as well as the statutory and legal framework governing the operation of a school/school	A/I	
Proven track record in leading and managing staff including building a successful team, delegating effectively and implementing and managing change	A/I	



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Successful experience of raising standards for all with measurable outcomes as a result of one's contribution in a school in the pursuit of excellence	A/I	
An understanding of the major world faiths and commitment to respect and inclusion.	A/I	
LEADING TEACHING & LEARNING		
Demonstrable evidence of the ability to monitor and evaluate performance continuously in order to ensure teaching throughout a school is outstanding	A/I	
Successful experience of positive behaviour management and development so that behaviour and attendance are outstanding	A/I	
Successful experience of outstanding curriculum development	A/I	
Proven experience of the implementation of effective assessment procedures and an understanding of assessment for learning needs of all students	A/I	
LEADING & MANAGING THE ORGANISATION		
Evidence of highly developed skills in performance management, recognising high performance and tackling underperformance through to resolution	A/I	
Evidence of successful experience of effective strategic financial and resource management to achieve educational priorities and to ensure efficiency and value for money	A/I	
A demonstrable understanding of the processes of safeguarding and safer recruitment and safeguarding procedures	A/I	
A commitment to sustain a safe, secure and healthy school environment	A/I	
PERSONAL APTITUDES, QUALITIES & SKILLS		
To have high expectations and the ability to think and plan strategically to reflect, promote and deliver the school's vision, ethos, priorities and targets whilst empowering others to take them forward	I	
To be articulate and approachable with excellent interpersonal skills both verbally and in writing	I	



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To have proven sound decision-making skills combined with the ability to lead, influence and manage change		
To be proactive, innovative and versatile with a high level of drive, energy and enthusiasm, resilience, reliability, and integrity		
To be able to relate empathetically to parent/carers, staff, students, governors/trustees and the wider community		
To be able to prioritise, plan and organise effectively		