

## ESSENTIAL

## QUALIFICATIONS:

- Qualified Teacher Status
- degree level qualification (Evidence: A, R, C)

## EXPERIENCE:

- successful leadership as headteacher, deputy headteacher or equivalent at a secondary school
- an understanding of business, financial and support services when leading a school
- successful experience in managing school capitation budgets and ensuring value for money
- proven track record in leading strategy, articulating vision and managing change to raise standards
- evidence of being a successful classroom practitioner with strong performance outcomes
- effective use and understanding of safeguarding practices
- an understanding of curriculum development and innovation together with the implementation of robust in-school self-evaluation processes
- successful experience of leading a high performing team
- effective use of evidence-based approaches for the development of teaching and learning which have resulted in significantly raising the academic and personal achievement of students
- experience of embedding systems to monitor the quality of teaching and learning
- experience of working in successful partnerships and/or collaboration with other schools and stakeholders
- proven track record of continuing professional development, including training in leadership and management
- successful experience of implementing effective strategies to ensure the engagement and support of parents, carers, stakeholders and the wider community.

(Evidence: A, I, R, P)

## Key:

A = Application  
 R = References  
 P = Presentation  
 C = Certificates  
 I = Interview

## DESIRABLE

- other qualifications  
eg. Master's degree;  
NPQSL; NPQH.
- leadership experience at Senior Leadership Team (SLT) level in more than one school
- experience in Key Stages 3, 4 and 5
- experience of whole school budget setting, forecasting and income generation
- proven ability to work effectively with members of the local community in developing the school as a community resource
- experience of human resources
- risk assessment awareness
- experience of working effectively with external agencies
- knowledge of the statutory requirements and relevant legislation relating to school leadership and management including health and safety; child protection and safeguarding; safer recruitment and equality of opportunity.

## ESSENTIAL

### KNOWLEDGE AND SKILLS:

- proven ability to think and plan strategically, collaboratively and creatively to reflect, promote and deliver the school's vision, values and priorities
- an outstanding role model with a professional approach that demands excellence
- 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 schools
- ability to communicate and inspire both verbally and in writing to a wide range of audiences
- commitment to working closely with the Full Governing Board, in all respects
- in-depth knowledge and experience of best practice in teaching and learning (including the use of research and technology) to support student achievement, the delivery of the curriculum and school support systems. **(Evidence: A, I, R, P)**

### PERSONAL QUALITIES:

- an outstanding role model with a professional approach that demands excellence
- inspirational team leader
- commitment to uphold the 7 principles of public life (The Nolan Principles) and ensure personal beliefs are not expressed in ways which exploit the position
- personal conviction to raise standards
- high standard of professional conduct
- committed to maintaining confidentiality
- honest and trustworthy
- outward facing
- ability to work under pressure, prioritise and meet deadlines effectively
- excellent communication, interpersonal and presentational skills
- resilient, calm, energetic and enthusiastic
- ability to take difficult decisions and conduct challenging conversations
- proven track record of valuing staff and students for the contribution they make to the organisation
- good sense of humour. **(Evidence: A, I, R, P)**