

Person Specification - December 2023

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| Post Title: | Headteacher | |
| Criteria | | Essential/ Desirable |
| Qualifications | <ul style="list-style-type: none"> • NPQH or working towards this or equivalent. • Good Honours Degree or equivalent. • PGCE (or equivalent) – Qualified to teach in the UK. • Evidence of recent, relevant professional development. • Higher level degree or equivalent. | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> |
| Experience | <ul style="list-style-type: none"> • Leading significant whole school change. • Leading and managing people individually and in teams to a high standard. • Empowering colleagues so they experience significant personal growth. • Experience of implementing robust self-evaluation, strategic thinking and improvement planning. • Bringing innovative ideas to teaching and learning. • Experience of managing and improving the curriculum offer resulting in demonstrable impact on learner outcomes. • Understanding and/or experience of managing finances and ensuring financial sustainability. • Experience of managing risk across a school or organisation. • Experience of operating an organisation from a Health and Safety perspective. • Breadth of experience in school leadership, e.g. one or more from the following: pastoral and academic leadership experience. • Successful track record of effective senior leadership in a secondary school. • Experience of working effectively with wider stakeholders in the local community. • Senior Leadership experience in contrasting schools. • Experience of school improvement beyond own school e.g. SLE, or other system leader. • Previous experience of working in a MAT and contributing to curriculum development and wider initiatives. • Experience of external evaluation e.g. OFSTED inspector. | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p> |
| Skills and Abilities | <p>An ability to:</p> <ul style="list-style-type: none"> • Build cohesive and high performing teams. • Effectively prioritise and plan for self, others and the organisation. • Problem solve and think creatively when dealing with complex issues. • Strong self-awareness. | <p>E</p> <p>E</p> <p>E</p> <p>E</p> |

