

Person Specification - December 2023			
Post Title:	Headteacher		
Criteria		Essential/ Desirable	
Qualifications	 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. 	E E E D	
	 Leading significant whole school change. Leading and managing people individually and in teams to a high standard. 	E E	
Experience	 Empowering colleagues so they experience significant personal growth. Experience of implementing robust self-evaluation, strategic thinking 	E	
	 and improvement planning. Bringing innovative ideas to teaching and learning. Experience of managing and improving the curriculum offer resulting 	E E	
	 in demonstrable impact on learner outcomes. Understanding and/or experience of managing finances and ensuring financial sustainability. 	Е	
	 Experience of managing risk across a school or organisation. Experience of operating an organisation from a Health and Safety perspective. 	E E	
	 Breadth of experience in school leadership, e.g. one or more from the following: pastoral and academic leadership experience. 	Е	
	 Successful track record of effective senior leadership in a secondary school. Experience of working effectively with wider stakeholders in the local 	E	
	 Senior Leadership experience in contrasting schools. Experience of school improvement beyond own school e.g. SLE, or other system leader. 	D D	
	 Previous experience of working in a MAT and contributing to curriculum development and wider initiatives. 	D	
	Experience of external evaluation e.g. OFSTED inspector. An ability to:	D	
Skills and Abilities	 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. 	E E E	



	Develop and communicate a complex vision in simple and easily-	Е
	understood terms to a variety of audiences.	
	 Instil positive engagement with a range of stakeholders. 	E
	Manage and empower others to maintain high standards of pupil	Е
	discipline in order to ensure a positive climate for learning.	
	Hold others to account for high standards and address	Е
	underperformance.	_
	 Lead academy-wide improvement initiatives that have a 	E
	demonstrable impact on learner outcomes.	_
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	Exercise sound and proportionate judgements in dealing with staff, and the least the least the staff and the staff.	E
	and to be able to handle difficult situations.	_
	Ensure appropriate levels of accountability throughout the	E
	organisation and successfully hold colleagues to account.	
	Have a thorough knowledge and understanding of safeguarding	
		E
Knowledge	requirements.	_
	A wide knowledge of current and proposed education policy and	E
	the legal framework within which academies and schools must	
	operate.	
	 A wide understanding of the links between education and 	Е
	community transformation.	
	 Have high expectations which motivate and challenge pupils and 	Е
	staff.	
	Have a thorough knowledge and understanding of current curriculum	Е
	developments and how students learn.	_
	 Have knowledge of MAT policy agendas and priorities in the sector. 	D
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	Passionately committed to safeguarding and the welfare and	Е
Personal	wellbeing of pupils and young people.	
Attributes	 Work hard and remain fully committed, even when under pressure, 	E
	always acting with consideration for yourself and others.	_
	Committed to healthy inclusive relationships including strong	E
	interpersonal and diplomatic skills.	_
	·	_
	Emotionally resilient and therefore patient and persevering with The state of the stat	E
	challenging behaviours and attitudes.	_
	Be hopeful, honest and always act with integrity, taking a rigorous	E
	approach to improving standards in order to ensure transformation of	
	pupils' lives and their wider communities.	
	 Act with humility and as a team player by serving others both in the 	E
	academy and the ELT family.	
	Able to demonstrate and communicate the ELT ethos in your	Е
	behaviours and actions.	
	Be self-aware and reflective in all aspects of personal leadership.	E