

PERSON SPECIFICATION
Headteacher at Danesfield CoE Middle School

	ESSENTIAL	DESIRABLE
Qualifications and Experience (Career Development)	Successfully completed NPQH.	Masters level degree Experience of working within Ofsted
Knowledge and experience	- Evidence of consistently 'good' and 'outstanding' teaching - Proven ability in using strategies to raise achievement for all groups of learners. - Sound understanding of assessment and its impact on children's achievement - Have knowledge of current educational thinking including new and impending initiatives - Capacity to create a fully inclusive provision where all students, including those with SEN, make good progress.	
Leadership Qualities	- Proven Leadership abilities in a school setting. - Ability to lead the Senior Leadership Team to developing a vision and strategic plan for the school. - Ability to develop teams effectively - Effective delegation skills - The ability to promote by personal example the positive behaviour of children within the school community and beyond. - Strong communicator both within the school and the wider community, with the ability to develop key strategic partnerships. - Data analysis skills, and the ability to use data to set targets and identify weaknesses - Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve - Understanding of school finances and financial management - Ability to communicate a vision and inspire others	Leadership experience in a middle / secondary school setting Understanding of challenges that face leadership teams within an Academy or MAT structure.
Management Skills	- Concise understanding of curriculum and teaching and learning strategies that impact pupil outcomes. - Ability to manage staff effectively and sensitively - Engage the school community in a systematic and rigorous self-evaluation of the outcomes of the school - Knowledge of current legislation and developments in education - Involvement in school self-evaluation and development planning - Demonstrable experience of successful line management and staff development	Experience of controlling a budget. Experience of curriculum design and innovation Experience as working as SENDCo
Key Personal Qualities and Characteristics	- Ability to motivate, challenge and influence others to attain goals. - An understanding of a range of managerial styles including coaching to develop colleagues - An ability to motivate and inspire pupils through personal engagement - A relentless desire to improve school standards - A commitment to growing the Church of England ethos within the school - Excited by the possibilities that working within a growing multi-academy trust offers - Ability to work well under pressure - Good sense of humour	
Equal Opportunities	- Comprehensive understanding of Safeguarding children - Demonstrable commitment to inclusive teaching and learning - Awareness of the effects of discrimination on pupils, parents, colleagues and policy	