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| **Person Specification – 2024**  |
| **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.
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| **Experience** | * Leading significant whole school change.
* Track record of improving schools and Ofsted grading.
* 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 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.
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| **Skills and Abilities** | An ability to: * 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.
* Adopt strategic and measurable approaches to the implantation of post-Ofsted actions.
* Develop and communicate a complex vision in simple and easily-understood terms to a variety of audiences.
* Instil positive engagement with a range of stakeholders.
* Manage and empower others to maintain high standards of pupil discipline in order to ensure a positive climate for learning.
* Hold others to account for high standards and address underperformance.
* Lead academy-wide improvement initiatives that have a demonstrable impact on learner outcomes.
* Exercise sound and proportionate judgements in dealing with staff, and to be able to handle difficult situations.
* Ensure appropriate levels of accountability throughout the organisation and successfully hold colleagues to account.
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| **Knowledge** | * Have a thorough knowledge and understanding of safeguarding requirements.
* A wide knowledge of current and proposed education policy and the legal framework within which academies and schools must operate.
* A wide understanding of the links between education and community transformation.
* Have high expectations which motivate and challenge pupils and staff.
* Have a thorough knowledge and understanding of current curriculum developments and how students learn.
* Have knowledge of MAT policy agendas and priorities in the sector.
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| **Personal Attributes** | * Passionately committed to safeguarding and the welfare and wellbeing of pupils and young people.
* Work hard and remain fully committed, even when under pressure, always acting with consideration for yourself and others.
* Committed to healthy inclusive relationships including strong interpersonal and diplomatic skills.
* Emotionally resilient and therefore patient and persevering with challenging behaviours and attitudes.
* Be hopeful, honest and always act with integrity, taking a rigorous 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 academy and the ELT family.
* Able to demonstrate and communicate the ELT ethos in your behaviours and actions.
* Be self-aware and reflective in all aspects of personal leadership.
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