

Person Specification – Head teacher

Qualifications

- Qualified Teacher Status
- Good Honours Degree
- NPQH

Experience

- Successful record of excellence in strategic leadership
- Demonstrate delivery of innovation and change in education
- Evidence of an inclusive leadership style, demonstrating the ability to lead through changing circumstances
- Evidence of building a culture and environment of trust, high performance and accountability
- Work collaboratively across the school developing strong partnerships with colleagues to achieve success
- Experience in initiating, shaping and leading change programmes successfully with credibility to achieve tangible outcomes
- Evidence of collaborative working beyond an individual school to aid widening access and improve pupil outcomes for disadvantaged pupils
- Leading a high performing (selective) school or have significant experience at strategic level of a high performing school.
- Successful implementation of strategies for raising individual pupil achievement and self esteem
- Evidence of promoting collaborative and inter-disciplinary work within a school
- Demonstrate sound financial acumen and experience in a wide range of high value projects

Skill and Values

- An excellent communicator
- Ability to work through challenges. Take difficult decisions and exercise sound judgement with integrity
- Have an inclusion approach to leadership, inspiring and empowering others to succeed
- Personal presence and impact
- Energy and commitment to leading the school
- Challenge, influence and motivate others to attain ambitious targets
- Develop and maintain an effective network of contacts
- Has vision and can think creatively to solve problems and identify opportunities

Knowledge and Understanding

- Comprehensive knowledge of national policy, legislation and financial frameworks and school governance
- Deep understanding of political, economic, social, religious, legal and technological influences which have an impact on school strategy and operational delivery
- Knowledge and understanding of statutory requirements and models for its assessment
- Knowledge and understanding of effective teaching methods including the use of IT and the development of on-line learning
- Ability to analyse and interpret comparative data, establishing benchmarks and set targets for improvement