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**HEADTEACHER**

**PERSON SPECIFICATION**

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| **SPECIFICATION** | **ESSENTIAL** | **DESIRABLE** | **HOW ASSESSED** |
| **Qualification** | * First degree or equivalent
* Qualified Teacher Status
* Recent and relevant CPD
 | * NPQH
* Further relevant study
 | * Application

Checked by original documentation |
| **Experience**  | * Successful senior leadership within secondary school settingresulting in sustained improvement
* Proven track record of managing effective and meaningful school self-evaluation
* A record of implementing change programmes to raise standards in teaching and learning, quality of provision and outcomes
* Recruiting, retaining and developing a skilled and effective team
* Motivating the team to achieve its full potential
* Financial and business management including HR, premises, health and safety and risk management.
* Developing and sustaining positive relationships with a wide range of internal and external stakeholders
 | * Experience in a school with a multi-cultural population
* Development and implementation of effective community cohesion strategies
 | * Application
* Interview
* References
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| **Knowledge and understanding** | * Knowledge and understanding of education policies and practices and applying them in school
* Keeping up-to-date with current thinking in education
* Knowledge and understanding of all aspects of multi-professional and multi-agency working and the ability to translate this into effective practice
* Ability to analyse and use data to establish benchmarks and set challenging targets for improvement
* Ability to implement the school’s vision, supported by a clear strategic plan, targets and goals
* Ability to initiate and maintain innovative and effective curriculum design and delivery including curriculum models, planning, teaching, learning and assessment strategies
* Demonstrate an understanding of young people who come from a variety of different backgrounds, an ability to communicate with them, and to respond effectively to their needs and expressed views
* Understands and values the contribution of all staff
 |  | * Application
* Interview
* References
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| **Skills and personal attributes** | * High-level inter-personal and intra-personal skills
* Able to employ a range of leadership and management styles and approaches
* Resilience, energy, enterprise and passion, treating challenges as opportunities
* Ability to work well under pressure and manage time effectively
* Ability to manage challenging behaviour effectively
* Professional integrity and ethical leadership
* Flexibility – willingness to work according to the needs of the school and pupils which may involve late hours, weekends and school holidays
* Provision of inspirational leadership with a ‘can-do’ attitude, to generate high expectations, aspiration, enthusiasm and commitment
* Strong negotiating and influencing/communication skills
* Drive and ambition in promoting the best for all students, using intensive and targeted support but in a “no-excuses” culture
* Maintain own continuous professional development
* Promote lifelong learning in self and others
 |  | * Application
* Interview
* References
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| **Equal opportunities** | * A commitment to equal opportunities for all
 |  | * Application
* Interview

References |
| **Safeguarding** | * A commitment to safeguarding and promoting the physical and emotional health and well-being of children and young people
 |  | * Application
* Interview

References |
| **Other requirements** | * A belief in the power of education to transform lives and social mobility
* A belief in the right of children and young people to a high quality education
* A belief in the “high challenge, low threat” method of management
 |  | * Application
* Interview

References |
| **Contra Indicators** | Criminal convictions involving offences against children(Enhanced DBS check, Prohibition order check and Section 128 check will be carried out during the interview process) |