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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 |
| **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 |
| **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 |
| **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) | | |