

Person specification

Personal Qualities, Qualification and Experience		E s s e n t i a l	D e s i r a b l e	A p p l i c a t i o n	I n t e r v i e w P r o c e s s	R e f e r e n c e s
Qualifications and Training						
1	Honours degree or equivalent	*		*		
2	Qualified Teacher status	*		*		
3	Evidence of senior school leadership	*		*		
4	Evidence of experience in Initial Teacher Training		*	*		
5	Evidence of continuous professional development relating to school leadership and management, curriculum, teaching and learning, quality assurance and school quality assurance	*		*		
Professional Experience and Knowledge						
1	Substantial, successful teaching experience	*		*	*	*
2	Successful recent strategic leadership experience likely to have been gained as a senior leader	*		*	*	*
3	Successful experience of raising standards for all groups with measurable outcomes	*		*	*	*
4	Proven track record of managing successful school self-evaluation and accountability and the school improvement process	*		*	*	*
5	Proven track record in leading and managing staff including building a successful team, delegating effectively and implementing and managing change	*		*	*	
6	Experience of working in collaboration and/or partnership with internal and external stakeholders	*		*	*	

7	In-depth knowledge and understanding of the wider educational agenda including current national policies, the Ofsted framework and education issues.	*		*	*	
8	Successful experience of supporting school improvement	*		*	*	
9	Evidence of highly developed skills in recognising high performance, tackling underperformance through resolution and supporting continuous professional development of colleagues	*		*	*	*
10	In-depth knowledge and experience of Child Protection, Safer Recruitment and Safeguarding procedures	*		*		
11	A commitment to and evidence of promoting diversity and equal opportunities and good employment practice	*			*	
Leading Teaching and Learning						
1	A proven track record in ensuring the highest possible standards in teaching and learning	*		*	*	*
2	Sustained experience of managing, monitoring and evaluating pupil progress	*		*	*	*
3	Successful experience of positive behaviour management and developing a student focused, inclusive and effective learning environment so that behaviour and attendance are outstanding	*		*	*	
4	Successful experience of curriculum development	*		*	*	
5	A proven track record of introducing effective intervention strategies and evidencing their impact	*		*	*	
Personal Qualities						
1	Is committed to putting continuous improvement and pupil outcomes at the core aspects of leadership and management	*		*	*	
2	Has high expectations and personal integrity with the ability to promote and sustain the values, culture and ethos of the Academy and the Trust	*		*	*	*
3	Willing to uphold the Christian distinctiveness of the school maintaining good relationships with the local parish and diocese	*		*	*	
4	Is articulate and approachable with excellent interpersonal communication skills both verbally and in writing	*			*	*
5	Is able to manage, inspire, encourage and empower staff	*		*	*	
6	Is able to manage the personal demands of the post effectively on a day by day basis whilst maintaining a good work life balance	*			*	*
7	Is an outstanding, reflective practitioner with high quality teaching and leadership skills and high expectations for pupils' learning, progress and attainment	*		*	*	*

