



Harriers Banbury Academy

an Aspirations Academy

Person Specification

A – at application R – through the recruitment process

Knowledge and Qualifications	Essential	Desirable
Degree or equivalent	A	
Qualified Teacher Status	A	
Evidence of continued professional development	A	
NPQH (or is currently undertaking or will start the course before the role begins)	A	
High levels of involvement in safeguarding with relevant in school or external qualifications or course attendance	A	
Professional Experience	Essential	Desirable
Experience at Headteacher, Head of School, Deputy or Assistant Headteacher level	A	
A proven track record of successful leadership and delivery of learning for all groups of pupils	AR	
Experience in the analysis of performance data for the purpose of target setting and evaluation	AR	
Experience of monitoring and improving the quality of teaching and learning	AR	
Experience of effective behaviour management and a commitment to ensuring that student behaviour is outstanding	A	
Experience of coaching and mentoring and leading CPD for all staff		A
Experience of systematic and rigorous school self-evaluation	AR	
Success with working with parents and the local community		A
Personal Aptitudes, Qualities and Skills	Essential	Desirable
Hard-working and able to thrive and manage pressure points	A	
Professional and positive manner	A	

Passion for teaching	AR	
Reflective		A
Commitment to vision and values	AR	
Effective communicator and interpersonal skills	AR	
Team work	R	
Raising Aspirations	Essential	Desirable
Evidence of effective leadership of the curriculum	A	
Involved in monitoring effective teaching and learning	AR	
Promotes a curriculum beyond the NC	AR	
Experience of successfully initiating, implementing and evaluating change and development	AR	
Understand and practice inclusion so that all have the opportunity to be the best they can be	A	
A sound understanding of how children learn, how teachers can best teach and how to raise achievement for all pupils	A	
Acknowledges excellence and challenges underperformance	A	
Managing the Organisation	Essential	Desirable
Able to demonstrate working knowledge of the principles and strategies of school improvement and the principles and practice of dispersed leadership	A	
Ability to create policies, through informed decision making, consultation and informed judgements		AR
Knowledge of strategic financial planning, budgetary management and application of the principles of best value		AR
Ability to manage a school on a day to day basis including delegation management of tasks and monitor their implementation	AR	
Awareness of health and safety requirements		AR