

# PERSONAL SPECIFICATION

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Good higher degree (or equivalent)</li> <li>• Qualified teacher status</li> <li>• NPQH</li> <li>• Evidence of committing to Continuing Personal Development</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of post-graduate study or research</li> <li>• Ofsted training</li> </ul>
<b>Relevant experience</b>	<ul style="list-style-type: none"> <li>• Successful and effective experience within senior leadership in at least one primary school setting, preferably in an urban setting</li> <li>• Experience in realising a vision into reality through strategic planning and implementation</li> <li>• Direct experience of significant, validated school improvement work with strong impact on standards</li> <li>• Has worked effectively with governing boards and supported governors to understand and exercise their roles effectively</li> <li>• Evidence of positive work with parents to build a strong local school community</li> <li>• Experience of dealing effectively with poor performance and to use appraisal as a tool for improvement</li> <li>• Successful experience of leading a school through an Ofsted inspection.</li> <li>• Experience of effective quality assurance approaches, including staff performance management and staff development</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of supporting school to school improvement in an academy trust or federation of schools</li> <li>• Experience of inspecting for Ofsted</li> </ul>



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<b>Knowledge and understanding</b>	<ul style="list-style-type: none"><li>• Sound knowledge and understanding of all safeguarding requirements, and a commitment to upholding the highest standards of safety for pupils and staff</li><li>• Ability to plan and think strategically, including in terms of financial planning, to ensure equitable and effective deployment of budgets and resources</li><li>• Strong knowledge and understanding of system leadership</li><li>• Ability to critically analyse and evaluate standards across the school with precision and accuracy</li><li>• Keen knowledge and understanding of data and assessment systems</li><li>• Politically and financially astute with clear principles that align to the Summit Learning Trust values</li><li>• Ability to secure excellent teaching through an analytical understanding of how pupils learn and the core features of successful pedagogy</li><li>• Able to create a culture in which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other</li><li>• Ability to hold all staff to account for their professional conduct and practice</li><li>• Successful experience of managing human resources/staffing issues</li><li>• Strong knowledge and understanding of ICT applications and management systems</li></ul>	

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	Essential	Desirable
<b>Skills and aptitudes</b>	<ul style="list-style-type: none"> <li>• Ability to inspire and influence others – within and beyond school- to believe in the fundamental importance of education and to promote the value of education</li> <li>• Full adherence to the 9 Nolan principles of public life</li> <li>• Proven ability to lead by example with integrity, discretion, tact, creativity, resilience and clarity, drawing on your own scholarship, expertise and skills and those around you</li> <li>• Creates highly effective relationships with colleagues and other professionals to improve outcomes for pupils</li> <li>• Innovative and outward thinking, creative in finding solutions</li> <li>• Resilient; able to challenge others rigorously and to withstand challenge yourself</li> <li>• Empathetic and emotionally literate</li> <li>• Inspires respect</li> <li>• Decisive with sound judgment</li> <li>• Self-motivating and enthusiastic</li> </ul>	
<b>Special Requirements</b>	<ul style="list-style-type: none"> <li>• Enhanced DBS clearance</li> <li>• Compliance with all School and Trust policies, with a willingness to develop the school to its full potential</li> </ul>	

