

Principal, West Leigh Junior School Person Specification

1. Essential training and qualifications

- Qualified Teacher Status
- Degree or equivalent
- Evidence of recent, further professional learning

2. Desirable training and qualifications

- Higher degree or post-graduate curriculum or leadership and management qualification e.g. NPQH

3. Essential experience of school leadership

- Recent substantial, successful experience as Headteacher or senior leader in a primary setting
 - A range of different leadership and management roles and successful experience of working as part of a senior leadership team at a strategic level
 - A significant, positive impact on the development and improvement of a school
 - Use of data to establish benchmarks, setting targets for improvement and evidence of improved outcomes
 - Evidence of promoting effective relationships between staff, pupils, parents and the wider community
 - Effective performance management, holding staff to account over all aspects of school standards
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4. Desirable experience of school leadership

- Experience of working with a range of stakeholders

5. Essential professional knowledge and understanding

- A clear understanding of good practice in delivering inclusive education
- Knowledge of strategies to achieve effective learning, teaching, assessment and engagement of pupils
- Knowledge of local and national policies, priorities and statutory frameworks
- Evidence of knowledge and understanding of safeguarding issues and current guidance and policies

6. Desirable professional knowledge and understanding

- Knowledge of the role of Academy Trust Members and Trustees

7. Personal attributes

- Stamina, resilience and integrity
- Ability to motivate and inspire others
- Confidence and persuasiveness in a range of different contexts
- Highly effective communication skills, adapting style to audience
- A high level of interpersonal skills with an ability to empathise and win respect

The following assessment tools may be used:

- Interview
 - Presentation
 - Teaching activity
 - Observation and discussion of classroom practice
 - Activity involving interaction with pupils
 - Structured discussions with Portico Academy Trust, trustees and stakeholders
 - Activities to gain evidence and clarity and assess against personal specification
 - Technical assessment of application against criteria
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