

## Person Specification: Leadership Roles

Qualifications
<ul style="list-style-type: none"> <li>A recognised teaching qualification e.g. degree plus a PGCE or equivalent</li> </ul>
Experience
<ul style="list-style-type: none"> <li>Recent experience of working successfully as a senior or middle leader in a school.</li> <li>Evidence of a whole school responsibility and experience of turning policy into effective and successful practice.</li> <li>Substantial, recent and successful teaching experience across the secondary age and ability ranges</li> <li>Significant experience of leading behaviour management strategies</li> </ul>
Knowledge and Understanding
<ul style="list-style-type: none"> <li>A clear understanding of the essential qualities necessary for effective teaching and learning.</li> <li>Up to date knowledge of statutory regulations and guidance relating to the post.</li> <li>A clear understanding of the characteristics of high quality teaching and the variety of teaching and learning styles and how they impact on the quality of learning and student achievement</li> <li>An understanding of Inclusion and its requirements</li> </ul>
Professional Skills
<p>Able to demonstrate an ability to:</p> <ul style="list-style-type: none"> <li>Analyse data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement.</li> <li>Review whole school systems to ensure the robust evaluation of school performance and actions to secure improvements.</li> <li>Lead and manage a school team/s to successfully achieve agreed goals.</li> <li>Be an effective team player who works collaboratively and effectively with others.</li> <li>Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate).</li> <li>Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate).</li> <li>Manage departmental budgets.</li> <li>Demonstrate high quality teaching strategies.</li> <li>Support, motivate and inspire both colleagues and pupils by leading through example.</li> <li>Contribute effectively to the work of the Principal and Senior Leadership Team.</li> <li>Deal successfully with situations that may include tackling difficult situations and conflict resolution.</li> <li>Work successfully with a range of external agencies.</li> </ul>
Commitment
<p>Able to demonstrate a commitment to:</p> <ul style="list-style-type: none"> <li>equality and diversity</li> <li>promoting the Academy's vision and ethos</li> <li>establishing a high quality, stimulating learning environment</li> <li>relating positively to, and showing respect for, all members of the school and wider community</li> <li>ongoing relevant professional self-development safeguarding and child protection</li> </ul>

