



Headteacher – Person Specification

The person specification will be evaluated by the following;

Key : A Application Form/Letter

C Certificate

AD Assessment Days

R References

Qualifications and Experience		Assessment Method
1	A relevant honours degree	A/C
2	Qualified Teacher Status (QTS)	A/C
3	Further relevant post graduate study	A/C
4	NPOH is desirable	A/C
5	Evidence of recent and relevant training and development at headship level and/or in preparation for headship	A/C
6	Substantial successful leadership experience in a senior role in secondary school(s)	A/R
7	Direct experience of; <ul style="list-style-type: none"> ● Safeguarding and promoting the welfare and wellbeing of all students and child protection policies ● School strategic development planning and self- evaluation ● Raising standards in teaching and learning to improve outcomes ● Recruiting and developing skilled and effective teams throughout the school ● Effective change management 	A/R



8	Experience of effective management of people and financial resources	A/AD/R
9	Development of effective and sustainable relationships, respect and credibility working with key stakeholders including students, staff, parents, Governors, the wider community and external partners	A/AD/R
Qualities and Knowledge		
10	Demonstrate recent strategic leadership experience in a secondary school	A/AD
11	In depth knowledge and understanding of the wider educational agenda including national policies and educational issues relevant to an academy	A/AD
12	In depth knowledge and experience of Child Protection, Safer Recruitment and Safeguarding procedures	A/AD
13	Experience in leading, monitoring and managing staff including delegation, performance management and change management	A/AD
14	Knowledge of ICT to enhance learning and analyse data	A/AD
15	Strong analytical skills with the ability to use sound judgement to anticipate and resolve conflict and issues	A/AD
16	Can promote the success and strengths of the school by being a visible and accountable high-profile role model	A/AD
17	Can devise and implement strategic plans to meet the school's aims and develop and present a vision to take the school and its community forward in innovative practices	A/AD
Students and Staff		
18	Raise aspirations and have a clear vision of excellence, providing targeted intervention/adaptive strategies to ensure every student reaches their potential	A/AD
19	Practitioner with a clear understanding of what makes good and outstanding learning, teaching and assessment, leading by example. Track record of the professional development of teams and staff to raise the quality of teaching to improve outcomes	A/AD
20	Experience of positive, student centres, behaviour management	A/AD



21	Experience of curriculum development across all key stages - including sixth form - and including development and delivering curriculum Intent-Implementation-Impact strategies	A/AD
22	Ability to develop, empower and support individuals and teams, to recognise and promote excellence and the skills and resilience to challenge poor performance across the school	A/AD
23	An excellent understanding of initiatives to identify and support student groups in order to narrow achievement gaps	A/AD
24	An excellent understanding of initiatives to stretch and challenge high achieving groups, including SEND, Pupil Premium and diverse ethnic and socioeconomic groups	A/AD
25	A commitment to support innovative practice for health and wellbeing across the school	A/AD
Systems and Process		
26	Successful experience of effective strategic and operational and resource management	A/AD
27	Strong financial awareness and commercial acumen and the ability to understand, plan and manage the budget, with experience of making effective use of resources and developing the use of technology in the school	A/AD
28	Commitment and proven experience of effectively implementing procedures for safeguarding and promoting the welfare of students and staff	A/AD
29	Ability to develop and maintain effective relationships with the Chair of Governors, Local Governing Body and members of the Trust to ensure effective governance and successful implementation of Local Governing Body and Trust Board responsibilities	A/AD
30	Effective people management capabilities including understanding of the role of performance management in staff development and school improvement	A/AD
Self Improving School System		
31	Successful experience of securing and raising standards in a secondary school with a commitment to collaborative working both internally and with other schools to improve outcomes and to develop opportunities, initiatives and partnerships to derive maximum benefit for the school and its stakeholders	A/AD
32	Actively encourage research led development by staff and innovation in teaching practices	A/AD



Personal Qualities		
33	Leading with high integrity and a commitment to diversity, equality and inclusion, demonstrating empathy to motivate, inspire and generate trust in others	A/AD
34	Appropriate motivation for working with children (one which values each child and shows concern for their personal safety and wellbeing)	A/AD/R
35	Highly effective communicator (both oral and written) with the skills and confidence to negotiate and consult across a wide range of decision makers	A/AD
36	Ambitious, driven and resilient with high expectations and good judgement to recognise and reward professional excellence, and to manage poor performance effectively when necessary	A/AD
37	Ability to generate commitment and develop strong teams to manage change effectively	A/AD

