



# GREENWOOD ACADEMIES TRUST

## PERSON SPECIFICATION

### Executive Principal or Principal at Medeshamstede Academy

	Essential	Desirable	How Assessed
<b>Qualifications:</b>			
First degree or equivalent incl. QTS	✓		Application form
Masters level qualification (SEND/inclusion)		✓	Application form
Other SEND/Autism qualification		✓	Application form
NPQH/NPQEL		✓	Application form
<b>Teaching and Management Experience:</b>			
<b>For Executive Principal:</b> Experience as a Headteacher/Principal/Head of School within a special school/specialist setting	✓		Application form; at interview and reference
<b>For Principal:</b> Head of School, Deputy or Assistant level role within a special school/specialist setting	✓		
Ability to motivate, develop, support and challenge staff.	✓		Application form; at interview and reference
Track record of successful leadership of significant school improvement strategies.	✓		Application form; at interview and reference
Experience of monitoring Academy performance at every level.	✓		Application form and at interview
Experience of setting challenging Academy targets.	✓		Application form and at interview
Experience and understanding of management of human and financial resources at a senior level.	✓		Application form and at interview
Experience of working positively with governors.	✓		Application form and at interview
Experience of serving on a governing body.		✓	Application form and at interview
Ability to plan effectively from a range of evidence regarding Academy improvement.	✓		Application form and at interview
Understanding of educational development of pupils with SEND, particularly autism	✓		Application form and at interview
In-depth understanding of assessment theory and practice around SEND, particularly autism	✓		Application form and at interview
Understanding of effective teaching and learning strategies for pupils with SEND, particularly autism	✓		Application form and at interview
Experience of planning effectively and successfully for an Ofsted Inspection.	✓		Application form and at interview
Knowledge and understanding of the fundamental importance of personalised learning for pupils with SEND, particularly autism	✓		Application form and at interview
Ability to develop the curriculum within a context of educational change for pupils with SEND, particularly autism	✓		Application form and at interview
Evidence of the ability to embrace and manage change	✓		Application form and at interview
Successful establishment of links with the local	✓		Application form and at

community and external partners.			interview
<b>Personal and Professional Skills and Attributes:</b>			
Outstanding leader, committed to distributive leadership and teamwork.	✓		Application form and at interview
Evidence of being an outstanding classroom practitioner.	✓		Application form and at interview
A passionate commitment to the academic, personal and social development of children and families.	✓		Application form and at interview
Approachable and supportive	✓		Application form and at interview
Excellent interpersonal, communications and organisational skills.	✓		Application form and at interview
Ability to involve and maintain strong and positive relationships with the whole school community.	✓		Application form and at interview
Actively seeking new approaches, ideas and challenges. Be willing to be innovative and to take risks.	✓		Application form and at interview
Ability to think and act strategically.	✓		Application form and at interview

Requirements from confidential references:

	<b>Essential</b>
Written reference(s) only.	✓
Confirmation of professional and personal knowledge, skills and abilities.	✓
Positive recommendation from current employer.	✓
Good health and attendance record.	✓