

## PERSON SPECIFICATION



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<b>Qualifications</b>		
Degree level qualification or equivalent	✓	
Qualified Teacher Status	✓	
Relevant leadership qualification		✓
Evidence of recent and relevant training and development at headship level and/or in preparation for headship	✓	
<b>Professional experience and knowledge</b>		
Effective leadership in a successful secondary school	✓	
Experience of a school with a significant sixth form		✓
Experience as Head or Deputy Head	✓	
Substantial experience with a record of excellent teaching	✓	
In depth knowledge and understanding of the wider education agenda including current national policies and educational issues as well as the statutory and legal framework governing the operation of a school	✓	
Proven track record in leading, managing and empowering staff including building a successful team, sharing and delegating effectively	✓	
Experience of implementing and managing change at a senior level	✓	
Multi-agency collaboration, building partnerships and stake-holder engagement including other educational establishments, business and the local community		✓
Multi academy trusts and how they work		✓
<b>Personal aptitudes, qualities and skills</b>		
Committed and passionate about promoting high aspirations for every student and a 'student first' ethos	✓	
Creative, proactive, innovative and versatile with a high level of drive, ambition, and enthusiasm.	✓	
Collaborative and empowering outlook and method of working	✓	
Caring, respectful and sensitive towards others – valuing difference	✓	
Cheerful, positive disposition and a sense of humour	✓	

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Demonstrates integrity, openness, objectivity and accountability	✓	
Ability to lead and embed an aspirational culture within the school	✓	
Articulate and approachable with excellent interpersonal skills and a commanding presence	✓	
Proven problem solving and decision-making skills combined with the ability to lead, inspire, influence and manage change	✓	
Astute and perceptive with strong analytical skills and the ability to use sound judgement in order to anticipate and resolve conflict	✓	
Proactive approach to own continuing professional development and a willingness to learn	✓	
Resilience and a capacity to stay calm and objective under pressure	✓	
Empowering staff to actively contribute to the success of the school	✓	
<b>Leading learning and teaching</b>		
Driving ambition for all students to be the best they can be and a determination to ensure every child succeeds	✓	
Ability to monitor and evaluation performance of others continuously in order to improve the quality of teaching and learning	✓	
Evidence of using research, data, benchmarks and feedback to monitor and judge progress, identify strengths and weaknesses and drive improvement	✓	
Successful experience of student focused positive behaviour management, so that behaviour and attendance are outstanding	✓	
Evidence developing plans, setting and achieving ambitious goals and targets	✓	
Successful experience of curriculum development involving innovative and alternative provision along with an understanding of the issues associated with choice and flexibility to meet individual needs	✓	
Evidence of successful experience in leading professional development as well as evidence of the coaching and mentoring of staff		✓

<b>Improving the life chances of children and young people</b>		
Demonstrate understanding of the processes of safeguarding and safer activities	✓	
Commitment to an extensive range of extra-curricular activities	✓	
Experience of developing and delivering extra-curricular activities		✓
Recognition and promotion of the role that parents, carers and families play in helping children and young people to succeed and thrive	✓	

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<b>Shaping the future</b>		
Visionary with respect to developing and promoting the school's ethos, priorities and targets including the spiritual, moral, social, emotional and cultural development of all its students	✓	
Ability to work positively with the Governing Body to set the strategic direction of the school	✓	
Proven record of providing a collaborative vision for excellence and high standards	✓	
Experience of developing and delivering ambitious and effective Improvement Plans		✓
<b>Developing self and working with others</b>		
High profile, inspirational role model that earns the respect, trust and support of the entire school and wider community	✓	
Desire and ability to work with the wider school and Trust community	✓	
Supportive of an appropriate work life balance for self and others	✓	
<b>Leading and managing the organisation</b>		
Capacity to nurture, motivate and empower staff in order to provide opportunities	✓	
Experience of leading and delivering strategic, whole –school change management		✓
Evidence of highly developed skills in performance management, recognising skills and high performance, and tackling underperformance.	✓	
Successful experience of effective strategic, financial and resource management		✓
Understanding of the importance of effective financial management and experience of budget management	✓	
Proven successful experience of whole school self-evaluation and accountability	✓	
Successful experience of raising standards in an inclusive school	✓	
Commitment to and evidence of promoting diversity and equal opportunities	✓	
Entrepreneurial flair, including identifying opportunities and building partnerships to meet student needs	✓	
Evidence of generating significant sources of additional income		✓
Evidence of self-awareness, reflection and personal development	✓	
Commitment to work in collaboration with other schools in the Trust and elsewhere	✓	

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