

Headteacher Person Specification



CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status • Degree • NPQH (desirable)
Experience	<ul style="list-style-type: none"> • Successful leadership and management experience as a Headteacher, Head of School, Deputy Headteacher or similar • Teaching experience in an SEMH setting • Involvement in school self-evaluation, planning, change management and strategic development • Demonstrable experience of successful line management and staff development
Skills and knowledge	<ul style="list-style-type: none"> • Data analysis skills, and the ability to use data to set targets and identify weaknesses • Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve • Understanding of school finances and financial management • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others • Ability to build effective working relationships • Knowledge of special needs and managing EHCPs • Ability to manage and de-escalate challenging situations with pupils and adults • Knowledge of trauma-informed practice, nurture and restorative practice
Personal qualities	<ul style="list-style-type: none"> • Commitment to uphold the 7 principles of public life (the Nolan principles) at all times • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the trust and school • Ability to provide strong leadership, motivate staff and build teams • Ability to work under pressure and prioritise effectively • Resilience and good humour, even when managing challenging situations • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position