

# Head of School Person Specification



**The Stour Academy Trust**

## Person specification

CRITERIA	ESSENTIAL QUALITIES	DESIRABLE QUALITIES
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree (BA Hons)</li> <li>• Professional development in preparation for a leadership role or working towards</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with other schools/organisations/agencies</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful leadership and management experience in a school e.g. Assistant Headteacher or Deputy Headteacher position for at least 2 years</li> <li>• Evidence of Outstanding teaching experience</li> <li>• Experience throughout the primary range</li> <li>• Involvement in school self-evaluation and development planning</li> <li>• Experience of holding others to account</li> <li>• Secure understanding of assessment strategies and the use of assessment to inform the next stage of learning</li> <li>• Involvement in implementation of successful line management and driving staff development e.g. experience of planning and delivering effective training sessions, both whole school and one to one and driving progress through the use of performance management reviews</li> <li>• Experience in current safeguarding practice and procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching in more than one school</li> <li>• Experience of early years</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Data analysis skills, and the ability to use data to set targets and identify weaknesses</li> <li>• Understanding of high-quality teaching, and the ability to model this for others and support others to improve</li> <li>• Involvement in conversations with Ofsted inspectors</li> <li>• Good understanding of recent curricular and educational research and developments</li> <li>• Effective communication (written and oral) and interpersonal skills</li> <li>• Involvement in writing school policies and implementing policies to drive change and improvement across the school</li> <li>• Ability to build effective working relationships and collaborate with others to achieve long term goals</li> <li>• Clear understanding of safeguarding including child protection and E-safety</li> </ul>	<ul style="list-style-type: none"> <li>• Responsibility for staff recruitment – interviews/appointment and induction</li> <li>• Experience of HR procedures and policies</li> <li>• Understanding of school finances and financial management</li> </ul>



<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Commitment to uphold the 7 principles of public life (the <a href="#">Nolan principles</a>) at all times</li> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>• Excellent communication skills with all stakeholders</li> <li>• Strong commitment to the Trust vision and evidence of contribution in embedding this across the school</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• High expectations of pupils' learning and attainment</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.</li> <li>• Approachable, with strong inter-personal skills and ability to engage others and to listen</li> <li>• Excellent and effective communicator and negotiator</li> <li>• Able to make a positive impact and model core values and leadership behaviours</li> <li>• Positive and outward looking</li> <li>• Professional, showing honesty and integrity</li> </ul>	
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**Notes:**

This person specification, alongside the job description, may be amended at any time in consultation with the postholder.

