



Personal Specification – Principal – Frewen College

Generic	Essential	Desirable	Evidence from A/I/R
<ul style="list-style-type: none"> An inspirational leader with a personal commitment to the highest level of achievement for all students regardless of ability 	✓		
<ul style="list-style-type: none"> A leader who has an understanding of and sympathy with the unique characteristics of Frewen College 	✓		
Qualifications			
<ul style="list-style-type: none"> Qualified teacher status 		✓	
<ul style="list-style-type: none"> Degree or equivalent qualification 	✓		
<ul style="list-style-type: none"> Special Educational Needs qualification 		✓	
Experience			
<ul style="list-style-type: none"> Current successful experience in a senior school setting (or another field) at senior level 		✓	
<ul style="list-style-type: none"> Successful experience in managing change and innovation 	✓		
<ul style="list-style-type: none"> Successful experience in managing in a special school setting 		✓	
<ul style="list-style-type: none"> Proven skills in the dissemination of good practice and innovation within current organisation 	✓		
<ul style="list-style-type: none"> Successful involvement in the use of data, performance management and quality assurance in the raising of institutional performance. 	✓		
Leadership and Management			
<ul style="list-style-type: none"> Ability to articulate an appropriate vision of excellence for the future of Frewen College and secure the commitment of all stakeholders to that vision. 	✓		
<ul style="list-style-type: none"> Ability to model the vision and to inspire and challenge others in the construction of the vision 	✓		
<ul style="list-style-type: none"> Ability to plan strategically to secure this vision 	✓		
<ul style="list-style-type: none"> Ability to inspire confidence in the capacity of the school to innovate to raise standards even further 	✓		
<ul style="list-style-type: none"> Ability to build successful partnerships with parents, and the local community 	✓		

Knowledge and Understanding			
• Up to date knowledge of the national and global trends in education, and, in particular for children with dyslexia and associated learning difficulties	✓		
• Knowledge of the SEN Code of Practice and procedures to support Statemented pupils		✓	
• Understanding of the political and social context in which the school operates	✓		
• Understanding of new technologies and their potential to enhance learning	✓		
• A knowledge of how to deploy human and financial resources to secure value for money and the best possible outcomes for learners	✓		
• Understanding of commercial imperatives relating to independent schools and an ability to prioritise them.			
• Knowledge of the statutory requirements relating to the safeguarding of children in a boarding school context	✓		
Skills and attributes			
• Motivates and commands the confidence of all stakeholders	✓		
• High level conceptual thinking and the ability to analyse complex situations and find solutions	✓		
• Excellent interpersonal skills and emotional intelligence	✓		
• Excellent listening skills and excellent communication skills to a wide range of audiences both orally and in writing	✓		
• The ability to plan and manage time effectively	✓		
• Emotional resilience and the ability to work under pressure	✓		
• Excellent health and attendance record	✓		