

## Person specification for the post of Headteacher

### Section 1 – Qualifications and Requirements

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>Application</b>	<b>Interview</b>
1.1 Qualified Teacher Status	•		•	
1.2 Honours degree or equivalent	•		•	
1.3 NPQH	•		•	
1.4 Higher qualification or training in management		•	•	

### Section 2 – Professional Experience and Knowledge

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>Application</b>	<b>Interview</b>
2.1 Experience in at least two secondary schools	•		•	
2.2 Significant experience at senior leadership level	•		•	•
2.3 Proven track record of raising educational standards	•		•	•
2.4 Curriculum and pastoral experience at senior management level	•		•	•
2.5 Evidence of strategic, financial and resource management	•		•	•

### Section 3– Leadership and Management

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>Application</b>	<b>Interview</b>
3.1 Capacity to recognise and build on the considerable successes of the academy/school and formulate a vision for innovation and improvement	•		•	•
3.2 Sound knowledge of current and future educational developments	•		•	•
3.4 Experience of working collaboratively with a CEO or Governing Body		•	•	•
3.5 Substantial experience of improving student behaviour and attendance	•		•	•
3.6 A commitment to, and vision for, working with the wider community	•			•
3.7 Proven track record of change management		•	•	•
3.8 Proven track record of building strong relationships with other academy/schools		•	•	•
3.9 Ability to lead change for both staff and students	•			

## Section 4 – Leading Learning and Teaching

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>Application</b>	<b>Interview</b>
4.1 Evidence of being an outstanding classroom Practitioner		•	•	•
4.2 Ability to monitor and evaluate performance, challenging poor performance	•		•	•
4.3 In-depth knowledge of the key levers for personalising learning		•	•	•
4.4 Experience of developing and leading curriculum Initiatives		•	•	•
4.5 A commitment to student-centred, inclusive Education	•			•
4.6 Experience of promoting the role of parents/carers in their child's education		•	•	•

## Section 5 – Personal Aptitudes, Qualities and Skills

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>Application</b>	<b>Interview</b>
5.1 Ability to plan strategically to deliver academy/school vision, ethos and priorities	•		•	•
5.2 Ability to lead, influence and manage change	•		•	•
5.3 Ability to communicate, inspire and motivate students, parents/carers and staff	•		•	•
5.4 Enthusiastic and motivated to achieve	•			•
5.5 Ability to reflect on own practice and manage own workload and personal development	•		•	•
5.6 Excellent interpersonal and communication skills	•			•
5.7 A commitment to work collaboratively in a Multi-Academy Trust	•			•
5.8 A commitment to Equal Opportunities	•			•

***Our Trust and all its personnel are committed to safeguarding and promoting the welfare of the children.  
This post is subject to checks against the Disclosure and Barring Service.***