



## **Towers School & 6<sup>th</sup> Form Centre**

### **Section 1 Qualification and Experience**

#### **1. Qualifications**

- Achieved Qualified Teacher Status (QTS)
- Evidence of sustained professional development for executive leadership e.g. NPQH, NPQEL

#### **2. Experience**

- Evidence of Principal experience in at least one secondary school, including experience of Sixth Form / post 16 leadership
- Proven track record of whole school improvement, including raising standards and outcomes
- Experience of leading inclusive education and supporting vulnerable groups through targeted interventions
- Demonstrable impact of effective line management and staff appraisal in driving school improvement and change management
- Deep understanding of school effectiveness through strategic planning, data analysis, and accurate self-evaluation
- Strong understanding of safeguarding procedures and pastoral systems
- Experience of developing a shared vision through working with Trustees and building positive partnerships with parents and the wider community

### **Section 2 Leadership**

- Creates an inspirational school, that aspires to be a provision that continuously develops its vision to meet its community's needs
- Is able to inspire school stakeholders, including Trustees and the whole school community, developing engagement with school vision, values and goals which impact on school improvement
- Provides visible and supportive direction which empowers, enables, motivates and develops the whole school including strategic utilisation of the senior leadership team
- Demonstrates ability to think strategically: initiating, planning, monitoring and evaluating school improvement and change processes
- Demonstrates excellent people management skills, emotional intelligence and approachability, with the ability to adapt and communicate with people at all levels and effectively build team spirit

- Welcomes strong governance, and in collaboration with Trustees, to understand its role and deliver its functions of strategy-setting and monitoring effectively

### Section 3 Teaching, learning, assessment and additional/special educational needs

- Creates an effective and stable learning environment by monitoring the quality and consistency of teaching throughout the school
- Secures excellent teaching through an analytical understanding of how all pupils learn (including those with SEND) and ensures that staff maintain consistently high expectations of the core features of successful classroom practice and curriculum design ensuring that pupils are effectively prepared for their next phase of education and life
- Consistently achieves ambitious targets set from effective data analysis and evaluation and closing attainment gaps for all including vulnerable groups

### Section 4 Organisational effectiveness

- Is able to hold all staff to account for their professional conduct and practice, supporting them to improve and value excellent practice
- Creates an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, through effective use of continued professional development and sharing of best practice
- Leads strategic financial planning to ensure effective deployment of budgets and resources, to improve pupil achievement and ensure the school's sustainability

### Section 5 Ethos / Values

- Is committed to promoting positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- Demonstrates a strong commitment to British values, consistently models these values and demands the highest standards of respect and tolerance from all staff, pupils and stakeholders whilst promoting equality of opportunity, respect for diversity and the consideration of cultural and religious differences

### Section 6 Safeguarding

- Demonstrates a deep commitment and understanding of Safeguarding and the promotion of the welfare and safety of children
- Has a deep and accurate working knowledge of relevant policies, procedures and practices related to all aspects of Safeguarding and Child Protection
- Can demonstrate leadership impact on the development of a culture of vigilance and nurture across the whole school community

**Towers School & Sixth Form is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be subject to an Enhanced Disclosure from the Disclosure and Barring Service.**