# Person specification

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| criteria | qualities |
| **Qualifications  and training** | * Qualified teacher status * Degree * Continued professional development in preparation for a leadership role |
| **Experience** | * Leadership and management experience in a school * Teaching experience * Involvement in school self-evaluation and development planning * Line management experience * Demonstrable experience of successful line management and staff development * Evidence of successful management and implementation of whole school improvement strategies * Track record of providing inspirational and strong leadership to teaching and support staff * Evidence of leading by example in promoting the school’s vision and values to students, staff, governors and parents/carers * Track record of developing, empowering and supporting individuals and teams * Ability to delegate management tasks as appropriate and monitor their implementation * Ability to develop creative and innovate strategies for performance improvement * Ability to use a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance * Ability to make informed professional management and organisational decisions, even the difficult decisions * Understanding of the role of governors * Experience of managing change, leading innovation and transformational learning and meeting challenges successfully * Motivation to work with children, particularly relating to safeguarding and promoting their welfare |
| **Skills and knowledge** | * Understanding of high-quality teaching, and the ability to model this for others and support others to improve * Effective communication and interpersonal skills * Ability to communicate a vision and inspire others * Ability to build effective working relationships * Ability to think strategically, and to build and communicate a coherent vision * Ability to inspire, challenge, motivate and empower others to carry the vision forward * Proven commitment to establishing collaborative vision of excellence and equality that set high standards for children and staff * The ability to set and achieve ambitious, challenging goals and targets |
| **Personal qualities** | * A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school * Ability to work under pressure and prioritise effectively * 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. * Ability to develop and maintain good relationships with staff, parents, students, governors and the community * Ability to deal sensitively with people and achieve positive outcomes * Adaptable to changing circumstances and new ideas * Approachable, reliable, has presence and is highly visible to children, parents/carers and the wider community * Values diversity and the unique contribution that every individual makes to the learning community • * Ability to think creatively to anticipate and solve problems |