# Person specification

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| criteria | qualities |
| **Qualifications  and training** | * Qualified teacher status * Degree * Professional development in preparation for a leadership role |
| **Experience** | * Successful leadership and management experience in a school * Teaching experience * Involvement in school self-evaluation and development planning * Line management experience * Experience of contributing to staff development * Experience of proven interventions both academic and behavioural |
| **Skills and knowledge** | * Data analysis skills, and the ability to use data to set targets and identify weaknesses * Understanding of high-quality teaching, and the ability to model this for others and support others to improve * Understanding of school finances and financial management * Effective communication and interpersonal skills * Ability to communicate a vision and inspire others * Ability to build effective working relationships * Understanding of curriculum and assessment |
| **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 |

*These will be assessed by Application Form, references,*

*lesson observation, tests and interview*

The following criteria must be judged as satisfactory when pre-employment checks are complete

It is essential the applicant has no disclosure about criminal convictions or safeguarding concern that makes them unsuitable for the post

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| --- | --- |
| 1 | Subject to Enhanced DBS Check |
| 2 | Additional criminal record checks if applicant has lived outside the UK |
| 3 | Barred List check |
| 4 | Health Questionnaire |
| 5 | Dis-qualification by association check |
| 6 | Professional registration/QTS check |
| 7 | Two references from current and previous employers (or education establishment if applicant not in employment) |

Last review date: October 2020

Next review date: October 2021

Head of school/line manager’s signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Postholder’s signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_