# Person specification

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| --- | --- |
| criteria | qualities |
| **Qualifications and training** | * Qualified teacher status
* Degree
* Professional development in preparation for a leadership role
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| **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
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| **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
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| **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
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*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

|  |  |
| --- | --- |
| 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: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_