

Person Specification

Qualifications & Experience	Specific qualifications & experience	<p>Qualified Teacher Status</p> <p>Evidence of Continuing Professional Development relating to school leadership/curriculum development</p> <p>Successful leadership experience</p>
	Knowledge of relevant policies and procedures	<p>NPQH or further professional qualification – or the willingness to work towards this</p> <p>Strong knowledge of current educational landscape</p>
Leadership Responsibilities	Strategic Leadership	<p>Ability to provide clear educational vision and direction</p> <p>Ability to inspire and motivate all stakeholders</p> <p>Evidence of developing effective strategies for school improvement</p> <p>High level of involvement with school improvement planning</p> <p>High level of involvement in monitoring and evaluation procedures leading to clear impact</p> <p>Ability to work in partnership with senior leaders and Governors</p> <p>Ability to set challenging targets for children and staff</p> <p>Ability to analyse and use student data on attainment and progress to raise standards</p> <p>Secure knowledge of the current Ofsted Framework</p> <p>Understand the principles of effective teaching and learning</p> <p>Use of assessment data management systems to improve standards</p>
	Teaching and Learning	<p>Successful experience of monitoring, evaluating and improving the quality of teaching and learning</p> <p>Understanding the role and impact of assessment in children's learning</p> <p>Secure knowledge of statutory requirements relating to curriculum and assessment</p> <p>Experience of leading curriculum innovation</p> <p>Successful experience of developing effective learning behaviours</p> <p>Successful experience of integrating British values into school life</p>
	Leading and Managing Staff	<p>Ability to lead, manage and motivate across the school community</p> <p>Ability to establish positive working relationships</p> <p>Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams</p> <p>Successful experience of identifying the need for, and leading, in-service training</p> <p>Significant experience of taking a lead role in performance management of staff, including leading lesson observations</p> <p>Experience of dealing with staff when performance gives cause for concern</p>
	Financial	<p>Successful experience of managing budgets</p>

Managing Resources		Ability to manage, monitor and review available resources, ensuring value for money Budgetary management at whole school level
	Personnel	Experience of recruiting and deploying staff Knowledge of personnel policies and procedures. Experience of working with Governors
Personal Skills and Qualities	Personal Skills and Qualities	Strong commitment to raising standards High expectations of self and others Ability to establish and maintain positive relationships, including with parents/carers Ability to remain positive and enthusiastic, including when under pressure Good communication skills Empathy with children Effective computing skills for both teaching and personal management
	General	Awareness of, and commitment to, equality and how equalities and inclusion policies are implemented in schools Knowledge about the importance of health and safety and the role of the individual in promoting and safeguarding the welfare of the pupil Good understanding of and commitment to child protection procedures Understand procedures and legislation relating to confidentiality Be prepared to develop and learn in the role