

Person Specification for the post of Headteacher St. Giles' & St. George's C of E Academy

Prepared By: The Governing Body

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Listed below are the requirements that the governors consider to be necessary in undertaking the role of Headteacher at St. Giles' & St. George's C of E Academy.

Attributes	Requirements	Essential/ Desirable	Measurement
Qualifications			
	Qualified Teacher Status	Essential	APP
	Honours Degree or equivalent	Essential	APP
	Recent and relevant ongoing CPD	Essential	APP F/I
	NPQH	Desirable	APP
Experience			
	Recent and relevant experience as a Senior Leader	Essential	APP F/I LOA
	A proven track record of raising achievement through successful leadership	Essential	APP F/I LOA
	Working with and engaging the involvement of external partners and the local community	Desirable	APP F/I LOA
Knowledge, and Understanding	Knowledge and understanding of current issues and best practice including:		
	Safeguarding children and young people	Essential	APP F/I LOA ASS
	What constitutes a good and outstanding school	Essential	APP F/I LOA ASS
	The process of strategic planning and school self-evaluation	Essential	APP F/I LOA ASS
	Ways to communicate and translate a shared vision into practice	Essential	APP F/I LOA ASS
	Leading the management of change	Essential	APP F/I LOA ASS
	Application of new technologies to teaching, learning and management	Essential	APP F/I LOA ASS
	Comparative data and performance indicators to establish benchmarks and set targets for improvements	Essential	APP F/I LOA ASS
	National policy framework and current educational legislation and initiatives	Essential	APP F/I LOA ASS
	Principles of effective teaching and assessment for learning	Essential	APP F/I LOA ASS
	Roles and responsibilities of governing bodies, local authorities and the requirements of accountability	Essential	APP F/I LOA ASS
	School budget management and financial responsibilities	Desirable	APP F/I LOA ASS
	Strategies for fostering school improvement, including attendance and behaviour for learning	Essential	APP F/I LOA ASS

	Equal opportunities and commitment to their pursuit	Essential	APP F/I LOA ASS
	Legal issues relating to school management	Essential	APP F/I LOA ASS
Personal Qualities			
	Commitment to the welfare and safeguarding of young people	Essential	APP F/I LOA ASS
	Strong personal motivation and drive to ensure school improvement	Essential	APP F/I LOA ASS
	A genuine enthusiasm for, and commitment to, the development of young people, and concern for the development of colleagues and members of the wider school community	Essential	APP F/I LOA ASS
	The ability to inspire, motivate staff, pupil's and the wider community and engage their active commitment to your vision	Essential	APP F/I LOA ASS
	Commitment to ensuring inclusion, addressing diversity and access	Essential	APP F/I LOA ASS
	Commitment to own personal and professional development and that of all staff	Essential	APP F/I LOA ASS
	High order analytical and problem-solving skills and the ability to make informed judgements	Essential	APP F/I LOA ASS
	Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues and the wider school community	Essential	APP F/I LOA ASS
	The ability to project the school in a positive way and continue to enhance the school standing and role at the heart of the community	Essential	APP F/I LOA ASS
	The ability to engage parents in supporting children's learning	Essential	APP F/I LOA ASS
	The ability to fill the role of lead professional in classroom practice	Essential	APP F/I LOA ASS
	Commitment to an open, collaborative style of management		APP F/I LOA ASS
	Evidence of collaborative working and networking with others, within and beyond the school to build and sustain a learning community	Essential	APP F/I LOA ASS
	The ability to understand and appreciate the school's current strengths and the ways in which these might be further developed	Essential	APP F/I LOA ASS
	The ability to form and maintain appropriate relationships and personal boundaries with young people	Essential	APP F/I LOA ASS
	The ability to promote a school culture and curriculum which takes into account the richness and diversity of a wider community	Essential	APP F/I LOA ASS
Christian Faith			
	As a Church of England Academy, Christian values are central to our ethos. Applicants must be fully	Essential	APP F/I LOA ASS

	supportive of the aims and ethos of a Church of England Academy and be willing to maintain the strong links with the two parish churches		
	A practising Christian	Desirable	APP F/I LOA ASS

MEASURED BY KEY:

APP = Application form

LOA = Letter of Application

ASS = Assessment activities

F/I = Formal interview

In addition to candidates' ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours and;
- Attitudes to use of authority and maintaining discipline

If a candidate is short-listed any relevant issues arising from his or her references will be taken up at interview.