Ashington High School

Headteacher

Person Specification

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| **Specification** | **Essential/****Desirable** | **Method of** **Assessment** |
| **Education and Training** |  |  |
| * Qualified Teacher Status
 | Essential | AF |
| * Good Honours Degree
 | Essential | AF |
| * NPQH
 | Desirable | AF |
| * Recent and relevant Continual Professional Development
 | Desirable | AF |
| **Relevant Experience** |  |  |
| * Successful experience at Deputy Headteacher level within a secondary school
 | Essential | AF/LA/R/SP |
| * Experience of successful and co-operative working as a team member
 | Essential | AF/LA/R/SP |
| * Successful experience in leading and managing change and innovation to achieve high performance
 | Essential | AF/LA/R/SP |
| * Proven track record over time of raising achievement
 | Essential | AF/LA/R/SP |
| * Significant contribution and evidence of the impact in professional development of other colleagues in schools
 | Essential | AF/LA/R/SP |
| * Evidence of tackling under performance in staff and students
 | Essential | AF/LA/R/SP |
| * Experience of resource and financial management including monitoring and evaluation
 | Essential | AF/LA/R/SP |
| * A range of leadership, management and teaching experience in more than one context
 | Desirable | AF/LA/R/SP |
| * Knowledge and understanding of post 16 education
 | Desirable  | AF/LA/R/SP |
| * Evidence of the impact and support in own and other people’s development
 | Desirable  | AF/LA/R/SP |
| **Knowledge and Understanding –** candidates must demonstrate knowledge and understanding of current issues and best practice including: |  |  |
| * Safeguarding children and young people
 | Essential | AF/LA |
| * What constitutes an outstanding school
 | Essential | AF/LA |
| * Strategic planning and school self-evaluation
 | Essential | AF/LA |
| * A high level of skill in the effective use of data to track and evaluate the performance of students and implement appropriate intervention
 | Essential | AF/LA |
| * National policy framework and current educational legislation, initiatives and teaching standards
 | Essential | AF/LA |
| * Equal opportunities and commitment to their pursuit
 | Essential | AF/LA |
| * Curriculum management – planning, delivery and assessment
 | Essential | AF/LA |
| **Leadership and Management** |  |  |
| * Ability to contribute to the strategic direction of the Trust where appropriate
 | Essential | AF/LA/R/SP |
| * Ability to implement operation policies to deliver the strategic vision for the Trust
 | Essential | AF/LA/R/SP |
| * Leadership and management skills to improve and maintain level of attainment and success
 | Essential | AF/LA/R/SP |
| * Ability to lead, coordinate, delegate and empower
 | Essential | AF/LA/R/SP |
| * Ability to manage change and work under pressure of changing circumstances
 | Essential | AF/LA/R/SP |
| **Personal Qualities –** candidates must demonstrate: |  |  |
| * A commitment to the welfare and safeguarding of young people
 | Essential | AF/LA/R/SP |
| * Strong personal motivation and drive to ensure school improvement
 | Essential | AF/LA/R/SP |
| * The ability to inspire and motivate staff, students and the wider community and engage their commitment to the Trust’s vision
 | Essential | AF/LA/R/SP |
| * Ability to provide ambitious, enthusiastic, sensitive, resilient and appropriately focussed leadership whilst working with others
 | Essential | AF/LA/R/SP |
| * Evidence of being able to build and sustain effective working relationships with students, staff, Governors, and the wider community
 | Essential | AF/LA/R/SP |
| * Evidence of working collaborative working and networking with others, within and beyond the academy to build and sustain a learning community
 | Essential | AF/LA/R/SP |
| * Ability to analyse and interpret information to make informed decisions and exercise good judgement
 | Essential | AF/LA/R/SP |
| * Organise, plan and prioritise effectively
 | Essential | AF/LA/R/SP |
| * The ability to be reflective and self-critical
 | Essential | AF/LA/R/SP |
| * Open and approachable with a vision that inspires others but is also rooted in reality
 | Essential | AF/LA/R/SP |
| **Other Qualities** |  |  |
| * An exceptional role model with high standards of integrity and approachablility
 | Essential | AF/LA/R/SP |
| * Model the vision and the values of the Trust
 | Essential | AF/LA/R/SP |
| * Excellent interpersonal skills and the ability to manage own workload
 | Essential | AF/LA/R/SP |
| Key | AF | LA | C | R | SP |
| Application Form | Letter of Application | Certificates | References | Selection Process |