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 | | |