



**Kineton High School**

**PERSON SPECIFICATION - HEADTEACHER**

<b>Category</b>	<b>Essential</b>	<b>Desirable</b>
<b>1. Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree</li> </ul>	<ul style="list-style-type: none"> <li>• Postgraduate level qualification</li> <li>• NPQH award</li> </ul>
<b>2. Experience</b>	<ul style="list-style-type: none"> <li>• Experience as an effective senior leader in an academic organisation</li> <li>• Substantial, successful teaching experience</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a school with a Sixth Form</li> <li>• Curriculum or pastoral leadership</li> <li>• Experience of teaching in more than one school</li> </ul>
<b>3. Professional Development</b>	<ul style="list-style-type: none"> <li>• Evidence of continuing professional development relating to school leadership and management, and curriculum / teaching and learning</li> <li>• Ability to identify own learning needs and to support others in identifying their learning needs</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with other schools/organisations /agencies</li> <li>• Experience of leading/co-ordinating professional development opportunities</li> </ul>
<b>4. Strategic Leadership</b>	<ul style="list-style-type: none"> <li>• Ability to articulate and share a vision for secondary education and be able to translate this into reality at whole-school level</li> <li>• Ability to inspire and motivate staff, students, parents and governors to achieve the aims and live the values of the school</li> <li>• Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement</li> <li>• Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these</li> <li>• Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards of achievement for all students</li> <li>• Understanding of and commitment to promoting and safeguarding the welfare of students</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working strategically with the governing body</li> <li>• Understanding of change management</li> </ul>
<b>5. Teaching and learning</b>	<ul style="list-style-type: none"> <li>• A secure understanding of the requirements of the National Curriculum</li> <li>• Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all students</li> <li>• A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning</li> <li>• Experience of effective monitoring and evaluation of teaching and learning</li> <li>• Secure knowledge of statutory requirements relating to the curriculum and assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management</li> </ul> <p><b>Desirable</b></p>

	<b>Essential</b>	
	<ul style="list-style-type: none"> <li>Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management</li> </ul>	
<b>6. Leading and Managing Staff</b>	<ul style="list-style-type: none"> <li>Experience of working in and leading staff teams</li> <li>Ability to delegate work and support colleagues in undertaking responsibilities</li> <li>Experience of performance management and supporting the continuing professional development of colleagues, offering appropriate challenge and support</li> <li>Understanding of effective budget planning and resource deployment</li> <li>Experience of working with governors to enable them to fulfil their responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>Successful involvement in staff recruitment, appointment/induction,</li> <li>Understanding of how financial and resource management enables a school to achieve its educational priorities</li> </ul>
<b>7. Accountability</b>	<ul style="list-style-type: none"> <li>Ability to communicate effectively, both orally and in writing to a range of audiences – e.g. staff, students, parents, governors</li> <li>Experience of school self-evaluation and how these relate to Ofsted judgements</li> <li>Ability to provide clear information and advice to staff and governors</li> <li>Secure understanding of strategies for managing the performance and conduct of staff</li> <li>Experience of ensuring robust safeguarding procedures are in place and are reflected in practice</li> </ul>	<ul style="list-style-type: none"> <li>Experience of presenting reports to governors</li> <li>Leading sessions to inform parents</li> </ul>
<b>8. Skills, Qualities &amp; Abilities</b>	<ul style="list-style-type: none"> <li>High quality teaching skills</li> <li>High expectations of students' learning and attainment</li> <li>Ability to work with political and financial astuteness</li> <li>Strong commitment to school improvement and raising achievement for all</li> <li>Ability to build and maintain positive relationships</li> <li>Ability to remain positive and enthusiastic when working under pressure</li> <li>Ability to organise work, prioritise tasks, make decisions and manage time effectively</li> <li>Ability in the use of ICT for personal use and knowledge for whole school application</li> <li>Empathy with children</li> <li>Excellent communication and interpersonal skills</li> <li>The stamina, resilience and positive attitude to be an outstanding role model</li> </ul>	
<b>9. References</b>	<ul style="list-style-type: none"> <li>Any offer of employment would be made subject to a positive recommendation in professional references, a satisfactory health and attendance record and safeguarding checks.</li> </ul>	