

## Person Specification

**Post Title:** Executive Headteacher

<b>Criteria</b>	<b>Qualities</b>	<b>Essential or Desirable</b>
Qualifications	Qualified teacher status	E
	Degree	E
	Evidence of further study/qualification	D
	National professional qualification for the NPQH	E
	National professional qualification for the executive leadership (NPQEL)	D
	Evidence of continuing professional development	E
Experience	Successful leadership and management experience in a school	E
	Lead significant school improvement in educational establishments that were underperforming, other than their own	E
	Senior Leadership experience	E
	Experience of Executive Headship and/or supporting another Headteacher	D
	Evidence of effective quality assurance and impact of outcomes	E
	Ability to lead school self-evaluation and development planning	E
	Evidence of strategic planning to raise standards for all pupils	E
	Secure understanding of strategies for staff performance management, pay and progression	E
	Have secure knowledge of pedagogy and exercise accountability for the pedagogy of others by creating and sustaining the necessary conditions	E
	Skills and Knowledge	Experience of developing, implementing and continually developing a strong and effective vision for an educational establishment
A deep understanding of Statutory education frameworks, including governance and SEND		E
The use of data to establish benchmarks and set targets for improvement		E
Understanding of high-quality teaching, and the ability to model this for others and support others to improve		E

	Understanding of strategies for ensuring inclusion, diversity and equality	E
	Evidence of effective financial management of sustainability	E
	A general understanding of HR to ensure high quality people strategies and willingness to ensure fairness and consistency in those HR practices.	E
	Effective communication and interpersonal skills	E
	Ability to build effective positive working relationships	E
Personal Qualities	Commitment to getting the best outcomes for all pupils and promoting the vision and values of the school	E
	Commitment to partnership working	E
	Commitment to a Trauma Informed approach	E
	Self-motivated with excellent organisational skills and the ability to prioritise workload effectively	E
	Ability to inspire and develop leadership in others	E
	Ability to constantly adapt and embrace change and implement change programmes	E
	Ability to remain resilient, positive, enthusiastic and good humoured when working under pressure	E
	Commitment to maintaining confidentiality at all times	E
Commitment to safeguarding and equality	E	

The Person Specification is an important part of the recruitment process. It should be read carefully as it will form the basis of shortlisting and ultimately, appointing the successful applicant. You must demonstrate therefore how you meet each of the following criteria in your application.