



## PERSON SPECIFICATION

The person specification comprises of:

- Part one - Qualifications, training and experience
- Part two - Qualities and Behaviours: for school leadership now and in the future

Candidates should note that the elements markers with an 'APP' are expected to be addressed in the written statement as part of the application. These will be used by the panel to shortlist for the interview stage.

### Part 1: Qualifications, training and previous experience

Candidate is able to provide pertinent evidence of their previous education, training and experiences	Essential or Desirable
Professional experiences and qualifications:	
1. Qualified Teacher Status	E
2. Degree	E
3. Professional development in preparation for a leadership role	E
4. Leadership and management experience in a school	E
5. Teaching experience of at least 4 years including KS1	E
6. Involvement in school self-evaluation and development planning	D
7. Line management experience	D
8. Experience of contributing to staff development	D

### Part 2: Qualities and Behaviours

Leadership Qualities and Behaviours: Candidate is able to give significant examples of the ways in which they exhibit the following characteristics	Essential or Desirable
1. Understanding of high-quality teaching, and the ability to model this for others and support others to improve	E
2. Understanding of school finances	D
3. Effective communication and interpersonal skills	E
4. Ability to communicate a vision and inspire others	E
5. Ability to build effective working relationships	E
Has the following personal qualities:	
1. A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	E
2. Ability to work under pressure and prioritise effectively	E
3. Commitment to maintaining confidentiality at all times	E
4. Commitment to safeguarding and equality	E

