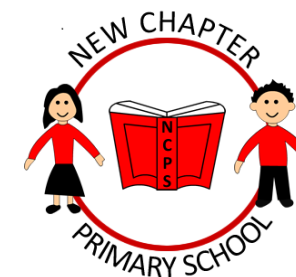


## Person Specification Headteacher



Specification	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Qualified to degree level or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• A relevant higher level qualification (e.g NPQH, Masters etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Outstanding teaching ability.</li> <li>• Senior leadership with experience of primary level.</li> <li>• Leading successful change initiatives.</li> <li>• Leadership of a major subject area.</li> <li>• Ability to develop and achieve challenging goals/targets for pupils and staff to secure sustained improvement in standards and achievement.</li> <li>• Tracking and monitoring of data to support raising standards and achievement.</li> <li>• Participation in inclusion and safeguarding initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• Headteacher, acting headteacher or deputy headteacher.</li> <li>• Experience of more than one key stage.</li> <li>• Experience of curriculum continuity between key stages.</li> <li>• Financial, personnel and resource management.</li> <li>• Involvement in multi-agency activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• References</li> <li>• Selection process stage</li> </ul>
Philosophy and Shaping the Future	<ul style="list-style-type: none"> <li>• Commitment to creative and innovative approaches to raise standards and</li> </ul>	<ul style="list-style-type: none"> <li>• Initiating and managing change in response to strategic</li> </ul>	<ul style="list-style-type: none"> <li>• Application.</li> <li>• References.</li> </ul>

	<p>achievement based on analytical consideration.</p> <ul style="list-style-type: none"> <li>• Ability to enthuse and motivate pupils, staff and parents/carers to achieve the best possible outcomes for children.</li> <li>• Commitment to building and communicating the visions, aims and values of New Chapter and MKET.</li> <li>• Commitment to a secure, empathetic yet challenging learning environment.</li> <li>• Commitment to developing the 'whole child'.</li> <li>• Commitment to a culture of safeguarding, inclusion, diversity and access.</li> </ul>		<ul style="list-style-type: none"> <li>• Selection process.</li> <li>• Interview.</li> </ul>
Teaching and Learning	<ul style="list-style-type: none"> <li>• Ability to develop and lead a curriculum that pupils and staff find accessible, engaging and challenging, and which provides sustained improvements in standards and attainment.</li> <li>• Understands the critical use of a range of evidence based monitoring and evaluation sources for both pupils and staff; how this is used to raise standards and attainment, and realize the full potential of all.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates the use of assessment data and benchmarks to monitor pupils progress and raise attainment.</li> <li>• Development of evidence based systems focused on achievement and attainment.</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Selection process</li> <li>• Interview</li> </ul>
Developing Self and working with others	<ul style="list-style-type: none"> <li>• Up-to-date knowledge of national education policies, practices and trends</li> </ul>	<ul style="list-style-type: none"> <li>• Undertaken performance management reviews, providing clear and constructive feedback.</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• References</li> <li>• Selection process</li> </ul>

	<p>to inform development leadership of the school.</p> <ul style="list-style-type: none"> <li>• Ability to build and motivate balanced, high performing teams where all can be relied on to perform their respective roles to the highest standard. Participated in the performance management process and understands the performance.</li> <li>• Understands the need for CPD to secure improved standards and achievement of pupils, and enhance the professional standing of staff.</li> <li>• Commitment to working with all stakeholders in a challenging yet even-handed, collaborative, open way.</li> <li>• Understands and recognises the implications of a proper work-life balance practice, for all staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Coached and mentored to bring about sustained improvement in relationship with sustained school improvement.</li> <li>• Planned, secured, and evaluated the effectiveness of, professional development for staff and self.</li> <li>• Proven history of CPD covering a wide range of teaching practices and policies, subject and management.</li> <li>• Developed monitoring and evaluation protocols.</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> </ul>
Managing the School	<ul style="list-style-type: none"> <li>• Exhibits strong leadership and management, through direction and example.</li> <li>• Ability to effectively organise, prioritise, and plan activities of self and others.</li> <li>• Understands the budgetary and financial planning framework.</li> <li>• Ability to devolve responsibilities, delegate tasks and monitor and evaluate</li> </ul>	<ul style="list-style-type: none"> <li>• Proven experience of successful change planning and implementation.</li> <li>• Financial planning and management experience.</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• References</li> <li>• Interview</li> </ul>

	<p>practices to ensure implementation and effectiveness.</p> <ul style="list-style-type: none"> <li>• Uses an analytical, informed approach to decision making.</li> <li>• Commitment to the safety and well-being of all staff and pupils.</li> </ul>		
Enhancing Community	<ul style="list-style-type: none"> <li>• Understands need to maintain and improve relationships with parents, carers, other schools and the wider community.</li> <li>• Commitment to developing the school as a focus for the community.</li> <li>• Commitment to enhancing the contribution of external organizations to the life of the school.</li> <li>• Commitment to professional development and learning initiatives throughout MKET and the wider learning community.</li> <li>• Ability to effectively communicate the visions and aims of New Chapter and MKET to the wider community.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of externally focused initiatives/activities focused on the school/community relationships.</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> </ul>
Securing Accountability	<ul style="list-style-type: none"> <li>• Ability to support and challenge the governing body of New Chapter and Executive Board of MKET to understand the needs of the school, its strengths and weaknesses, to deliver sustained improvements and fulfil statutory duties.</li> </ul>		<ul style="list-style-type: none"> <li>• Application</li> <li>• Selection process</li> <li>• Interview</li> </ul>

	<ul style="list-style-type: none"> <li>• Possess a sound knowledge of statutory frameworks for evaluation and monitoring of whole school performance.</li> </ul>		
Personal Attributes	<ul style="list-style-type: none"> <li>• Enthusiastic and energetic Innovative and outward looking.</li> <li>• Strong communicator.</li> <li>• Professional and authoritative presence.</li> <li>• Self-critical.</li> <li>• Even-handed and sympathetic to relationship management.</li> <li>• Numerate and analytical.</li> <li>• Questioning and challenging.</li> <li>• Punctual and good attendance.</li> </ul>		<ul style="list-style-type: none"> <li>• Application</li> <li>• Selection process</li> <li>• References</li> </ul>

### General Requirements

- All school based posts are defined as Regulated Activity and therefore this post is subject to an Enhanced with Barred List DBS check.
- Belief in the positive difference high quality educational opportunities make to people's lives.
- Commitment to uphold MKET's Equalities and Health and Safety Policies.
- All staff must follow the MKET Code of Conduct.
- All staff must have an understanding of the requirements of Data Protection and confidentiality in the workplace.