

## PERSON SPECIFICATION: HEAD TEACHERS

**Kingsland School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.**

	<b>ESSENTIAL</b>	<b>* METHOD OF ASSESSMENT</b>
<b>INITIAL QUALIFICATIONS</b>	Qualified Teacher status.	<b>AF, I</b>
<b>FURTHER QUALIFICATIONS/ PROFESSIONAL DEVELOPMENT</b>	Recent, relevant in-service training in current educational practice, including the leadership and management of teaching and learning.  Knowledge and understanding of education and schools systems locally and nationally.	
<b>EXPERIENCE</b>	Considerable successful experience in leadership and management and demonstrating the ability to differentiate between them.  Demonstration of a good understanding of School Improvement Planning and implementation.  Experience of implementing Performance Management.  Experience of partnership working with parents and the wider community including external agencies.  Successful and varied teaching experience in appropriate phase(s), including working with children with social, emotional and mental health difficulties.  Experience of co-ordinating family support services as appropriate.	<b>AF, I</b>  <b>AF, I</b>  <b>AF, I</b> <b>AF, I</b>  <b>AF</b>  <b>AF, I</b>

<b>SKILLS AND ABILITIES</b>	To develop and implement the school vision and values, and promote inclusivity and diversity within a framework of British Values.	<b>AF, I</b>
	To develop a culture for learning and set high expectations for achieving success for all.	<b>AF, I</b>
	To work to high professional standards, strategically and operationally, leading by example.	<b>AF, I</b>
	To monitor, evaluate, and plan strategically for School Improvement and continuous professional development.	<b>AF, I</b>
	To lead and manage effectively in an environment of high accountability.	<b>AF, I, P</b>
	To manage the implementation of change effectively and sensitively.	<b>AF, I</b>
	Demonstrate the ability to manage, motivate and support individuals and teams effectively.	<b>AF, I</b>
	To deal effectively with under performance, in accordance with relevant policies and procedures.	<b>AF, I</b>
	To understand and interpret complex data to inform effective decision-making.	<b>AF, I</b>
	To maintain a clear strategic financial overview of the school.	<b>AF, I</b>
	To demonstrate a focus on innovation, creativity and a willingness to work in a context of resource generation and	<b>AF, I</b>
	appropriate risk-taking.	
	To demonstrate a wide range of high level communication skills including new technologies.	<b>AF, I</b>
	To use authority appropriately to maintain discipline.	<b>AF, I</b>
	To promote and foster a positive school image.	<b>AF, I</b>
	To seek and maintain effective multi-agency partnerships and collaboration, in order to share and disseminate best practice throughout the whole school and beyond.	<b>AF, I</b>

<b>OTHER</b>	Evidence of motivation for working with children.	<b>AF, I</b>
	Evidence of ability to form and maintain appropriate relationships and personal boundaries with children and staff.	<b>AF, I</b>
	Evidence of emotional resilience in working with children and staff exhibiting challenging behaviour.	<b>AF, I</b>
	Ability to effectively implement safeguarding legislation and develop a culture of safeguarding awareness, risk assessment and management.	<b>AF, I</b>
	Ability to coach and develop all school staff appropriately.	<b>AF, I</b>
	Demonstrate the promotion of positive behaviour strategies and constructive handling of problems.	<b>AF, I</b>
	Evidence of actively involving all staff, parents, Governors and the community in the life and work of the school, other schools and networks.	<b>AF, I</b>
	Evidence of implementing Equal Opportunities and other legislation essential for the health, safety and well being of the school community.	<b>AF, I</b>
	Ability to effectively implement personnel procedures in the management of staff, with relevant knowledge of Employment Law.	<b>AF, I</b>

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- Those elements marked **AF** - will be assessed in your **Application Form**
- Those elements marked **AF/I/P** - will be assessed in your **Application Form** and during the selection process e.g. **Interview, Presentation**.
- Those elements marked **I/P** - will be evaluated during the selection process e.g. **Interview, Presentation**

***NB: If shortlisted, any relevant issues arising from references will also be taken up at interview. References will be used to support the selection panel's assessment.***