

## Person Specification – Head Teacher

<b>Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
Honours Degree and Qualified Teacher Status (QTS) or PGCE	Y	
Evidence of relevant professional development at senior leadership level	Y	
Relevant management development and training (preferably with NPQH)		Y
Post graduate qualification		Y
National SENCO Award		Y

<b>Knowledge &amp; Experience</b>	<b>Essential</b>	<b>Desirable</b>
Experience of collaborative working with vulnerable families and multi-agency teams to support children and their families social, emotional, mental health and medical needs.	Y	
Statutory education frameworks	Y	
Strategic planning processes	Y	
Strategies for raising achievement and achieving excellence	Y	
Models of learning and teaching, behaviour and attendance management	Y	
Strategies for ensuring inclusion, diversity and access	Y	
Curriculum design and management	Y	
Strategic financial planning, budgetary management and principles of best value		Y
Legal issues relating to managing a service, including equal opportunities, race relations, disability, human rights and employment legislation		Y
The use of a range of tools and evidence, including performance data to support, monitor, evaluate and improve all aspects of provision including teaching and learning	Y	
Significant experience in a service, FE or training provider leadership position with a sustained record of improvement	Y	
Experience of developing partnership and learning between providers	Y	
Evidence of successfully leading and sustaining educational initiatives	Y	
Knowledge of the work of other agencies and opportunities for collaboration	Y	
A thorough knowledge and successful track record of delivery with vulnerable children and their families	Y	
Knowledge of strategies to deal with the most vulnerable children	Y	

Understanding of what constitutes progress in an alternative provision	Y	
Experience of the Common Inspection Framework (Ofsted)	Y	
Experience of managing and developing alternative provision		Y
Successful experience of involving the businesses and wider community in education		Y

<b>Philosophy and Values</b>	<b>Essential</b>	<b>Desirable</b>
Commitment to Whiteheath Education Centres Vision and Aims	Y	
Commitment to developing programmes of study that address individual need	Y	
Commitment to self-evaluation and continuous improvement	Y	
Commitment to sharing effective practice	Y	

<b>Leadership and Management</b>	<b>Essential</b>	<b>Desirable</b>
Ability to develop and maintain a clear vision for alternative provision and lead others and to plan and deliver the curriculum	Y	
Lead by example	Y	
Demonstrable ability to lead, co-ordinate, delegate and empower	Y	
Evidence of successful management of staff performance	Y	
Ability to manage change and work under pressure of changing circumstances	Y	
Lead initiatives with partners	Y	
Experience of working collaboratively with other services/organisations	Y	
Leadership of alternative provision		Y

<b>Skills and Abilities</b>	<b>Essential</b>	<b>Desirable</b>
Ability to think and act strategically and to engage with a wide range of stakeholders and business leaders.	Y	
An inspirational leadership style that imparts confidence motivates staff, parents and pupils.	Y	
Ability to analyse and interpret information to make informed decisions and exercise good judgement.	Y	
Ability to create and maintain strong supportive relationships with Governors, parents, pupils, the community, commissioners, other services and education providers.	Y	
Ability to be innovative, creative and tenacious.	Y	
Skills, experience and ability to promote high quality teaching and learning to meet the needs of all pupils.	Y	
Superb communication and empathetic skills with the ability to relate effectively to all ages and backgrounds	Y	

<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
Strong leader able to create a successful team	Y	
An exceptional role model with high standards of integrity and approachability	Y	
Highly motivated	Y	
Calm under pressure	Y	
Flexible and collaborative	Y	
Excellent interpersonal skills	Y	
Ability to ask for advice and support where necessary	Y	

<b>Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>
Evidence of a commitment to promoting the health, welfare and safeguarding of children	Y	
Evidence of promoting, implementing and monitoring equal opportunities across all aspects of the service	Y	
The post holder will be required to have an enhanced DBS check when an offer of employment is made	Y	