

RANGE HIGH SCHOOL
PERSON SPECIFICATION PRO FORMA – HEADTEACHER



	Personal Attributes Required	Essential (E) or Desirable (D)	Stage Identified
QUALIFICATIONS/TRAINING			
1	Qualified Teacher Status	E	A
2	Degree or equivalent	E	A
3	Higher Degree (e.g. Masters)	D	A
4	Evidence of recent and relevant CPD	E	A/I
EXPERIENCE			
5	Current experience as a Headteacher, Acting Headteacher or Deputy Headteacher in a secondary school	E	A/I
6	Recent experience of teaching in an 11-18 school	D	A/I
7	Successful classroom practitioner	E	A/I
SKILLS/KNOWLEDGE/APTITUDES			
8	The ability to inspire the whole school community and have excellent interpersonal skills reflected in the ability to value and motivate both staff and students	E	A/I
9	A clear vision with excellent strategic planning abilities, leadership qualities and proven skills in the management of change	E	A/I
10	Experience of successfully managing a budget and of securing and managing external funding	E	A/I
11	Ability to maintain and improve high attainment standards through personalising the curriculum to meet the individual needs of all students	E	A/I
12	Proven understanding and experience of strategies leading to school improvement, particularly relating to teaching and learning of disadvantaged pupils and identified groups	E	A/I
13	A commitment to safeguarding, pastoral care and personal development of students	E	A/I
14	Demonstrate experience of improving student behaviour where necessary	E	A/I
SPECIAL REQUIREMENTS			
15	Commitment and evidence of collaborative working with primary, secondary schools and other educational providers	E	A/I
16	Evidence of ability to further develop and enhance the role of the school in the community, at local and national level	E	A/I
17	Proven understanding and experience of the implementation of quality assurance systems and of reporting to governors	E	A/I