



Person Specification

Headteacher

Magdalen College School, Brackley

Part of the EPA Trust

Criteria	Essential qualities	Desirable qualities
Qualifications and professional development	Qualified Teacher Status Good Degree or equivalent Evidence of sustained, relevant professional development	NPQH or equivalent senior leadership qualification Postgraduate qualification in education or leadership
Leadership experience	Significant senior leadership experience in a secondary school (e.g. Deputy Headteacher, Headteacher or Executive Headteacher) Proven track record of improving teaching and learning Experience of leading, or contributing substantially to, whole-school improvement Experience of self-evaluation and school improvement planning Demonstrable experience of line-managing and developing senior and middle leaders Experience of addressing underperformance in a fair, robust and supportive manner Secure understanding of statutory responsibilities, including safeguarding	Experience as a Headteacher Experience of working in a school requiring rapid or sustained improvement Experience of working within a multi-academy trust Experience of post-16 provision
Skills and knowledge	Strong analytical skills, including the effective use of data to identify priorities and evaluate impact	

	<p>Secure understanding of evidence-informed approaches to high-quality teaching and learning</p> <p>Good understanding of curriculum design, assessment and standards</p> <p>Understanding of school finance and the effective use of resources</p> <p>Excellent communication and interpersonal skills</p> <p>Ability to articulate a clear vision and bring others with you</p> <p>Strong knowledge of national education policy and accountability frameworks</p>	
Leadership approach and personal qualities	<p>Clear moral purpose and commitment to high expectations for all pupils</p> <p>Resilience, emotional intelligence and the ability to lead under pressure</p> <p>Credibility with staff through visibility, consistency and professional integrity</p> <p>Ability to build positive, professional relationships with pupils, staff, parents, governors and Trust leaders</p> <p>Willingness to be held to account and to work within a trust-led governance structure</p>	
Values	<p>Commitment to safeguarding and promoting the welfare of children and young people</p> <p>Commitment to equality, inclusion and fairness</p> <p>High levels of integrity and professionalism, including adherence to the Nolan Principles of Public Life</p> <p>Willingness to work collaboratively across the Trust and contribute to wider school improvement</p>	