



Person Specification

Headteacher

Magdalen College School, Brackley
Part of the **EPA Trust**

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

	<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>	