

# HEADTEACHER - PERSON SPECIFICATION

## Pickwick Academy Trust



The post holder will be able to demonstrate:

<b>Qualifications &amp; Training</b>	Essential	Desirable
Qualified teacher status	x	
A degree or equivalent	x	
NPQH Award		x
Evidence of continuing and recent relevant professional development.	x	

<b>Experience</b>		
Experience of working in a large primary school		x
Experience of working in a Multi Academy Trust		x
Experience of successful leadership as a Deputy or Assistant Headteacher		x
Experience of leading and managing a team	x	
Evidence of successful classroom practice and curriculum development across the primary age range	x	
Experience of leadership in an EYFS setting		x

<b>Competence summary</b>	Essential	Desirable
A proven ability to motivate, lead and interact effectively with staff, children, and parents/carers.	x	

Has a passion for learning, improving and growing the school.	x	
Ability to plan strategically with a sense of priorities	x	
Able to use appropriate leadership styles in different situations	x	
A thorough knowledge and understanding of the primary curriculum and the ability to recognise the value that the delivery of a broad balance curriculum has on learning outcomes and preparing children for life experience.	x	
Experience of managing, leading, assessing, supporting, and motivating staff to improve the quality of teaching and learning	x	
Experience of managing change, for example, legislative requirements, curriculum development, current themes in education.	x	
The ability to foster good relationships with staff, parents, and children.	x	
The ability to identify and access support / educational opportunities from in and around the community		x
Able to work constructively with governors	x	
Able to demonstrate high level organisational skills	x	
Experience of financial management at a whole school level		x
Ability to use attainment and pupil progress data and implement a range of strategies to raise achievement.	x	
The ability to consult, work collaboratively and communicate effectively both orally and in writing with pupils, staff, parents, Governors, Pickwick Academy, and the wider community	x	
The ability to manage a wide range of stakeholders and competing pressures.	x	
The ability to work collaboratively across the Trust	x	
Be a good communicator including excellent oral and written skills	x	
The ability to deploy effectively staff and resources	x	
A commitment to equality of opportunity for all and of successful strategies for promoting inclusion	x	
The ability to embrace change and take a team philosophy to implementing change.	x	
The ability to manage confrontation	x	
The ability to inspire a love of learning in children, parents, and staff.	x	
Is able to recognise individuals' strengths and help them to develop those strength	x	

The ability to act as a strong ambassador for the school	x	
The ability to safeguard and promote to the welfare of children	x	

<b>Work-related personal requirements</b>	Essential	Desirable
The ability to be a dynamic, inspirational, exciting, energetic, inspirational and a resilient leader, with a warm, approachable personality.	x	
Integrity	x	
Enthusiasm	x	
Self confidence	x	
Emotional resilience	x	
A willingness to embrace the existing ethos and philosophy of the school and the learning opportunities it provides to children with a view to building on the successes already achieved.	x	
Has a consultative and informative approach to leadership and management	x	
Can maintain and further develop the inclusive culture that exists at the school.	x	
The ability to make well informed decisions in tough situations and cope with difficult or stressful issues	x	
Good interpersonal skills	x	
Good listening skills	x	
Good negotiating and diplomacy skills	x	
An ability to work under pressure and meet deadlines	x	
An ability to interact with children on a day to basis and get involved in their learning and the delivery of the curriculum	x	
Commitment to safeguarding and promoting the welfare of children and young people	x	

At Pickwick Academy Trust we are committed to safeguarding children and promoting the welfare of children and young people and we require anyone joining our school to actively contribute to this commitment. All successful candidates will be subject to Disclosure and Barring Service (DBS) checks along with other relevant employment checks.