

## The Hollies Pupil Referral Unit

### HEADTEACHER

#### Person Specification

E = Essential D = Desirable A = Application I = Interview R = Reference

The following list shows the essential and desirable characteristics we are looking for when considering your application and at interview.

Characteristic	E / D	A / I / R
<b>Experience and qualifications</b>		
Excellent honours degree in a relevant subject area	E	A / I
DfE recognised qualified teacher status/Qualified Teacher Learning and Skills Status (QTLS)	E	A / I
NPQH is highly desirable	D	A / I
Excellent classroom practitioner	E	A / I / R
Experience in at least two schools	E	A
Experience at senior leadership level	E	R
Evidence of significant whole school responsibilities	E	A / I / R
Evidence of recent relevant Continuing Professional	E	A / I
Successful experience of raising achievement	E	A / I / R
<b>Knowledge and Understanding</b>		
Knowledge and understanding of current issues and best practice including:		
Safeguarding children and young people	E	A / I
Ability to further develop the schools educational standards and enhance the quality of the wider curriculum	E	A / I
Experience of successfully leading and managing change and inspiring others	E	A / I
Experience of developing an ethos which enables everyone to work collaboratively, share knowledge, understanding and good practice and accept responsibility for outcomes	E	A / I / R
Experience of holding staff to account for professional performance and standards by process of review and evaluation	E	A / I / R
Experience of working with the wider educational community	E	A / I
Commitment to the inclusive ethos of the school	E	A / I / R
The process of strategic planning and school self-evaluation	E	A / I
Ways to communicate and translate a shared vision into practice	E	A / I
National policy framework and current educational legislation and initiatives	E	A / I
School budget management and financial responsibilities	D	I
What constitutes a good and outstanding school	E	I
Comparative data and performance indicators to establish benchmarks and set targets for improvement.	E	I
Strategies for fostering school improvement, including attendance and behaviour for learning	E	A / I / R
Equal opportunities and commitment to their pursuit	E	A / I
Sensitivity to the needs of a diverse school community	E	A / I

Knowledge of business links, working with other agencies	D	A / I
<b>Personal Qualities</b>		
Commitment to the welfare and safeguarding	E	A/I/R
Strong personal motivation and drive	E	I/R
A genuine enthusiasm for, and commitment to, the development of young people, and concern for the development of colleagues and members of the wider school community	E	A/I
The ability to inspire, motivate staff, students and the wider community and engage their active commitment to your vision	E	I/R
Commitment to own personal and professional development and that of all staff	E	I/R
High order analytical and problem solving skills and the ability to make informed judgements	E	A/I
Excellent communication skills in a variety of media to a range of audiences including pupils, parents/carers, colleagues and the wider school community	E	A/I/R
The ability to project the school in a positive way	E	I/R
The ability to fill the role of lead professional in classroom practice	E	I/R
Commitment to an open, collaborative style of management	E	A/I/R
Evidence of collaborative working and networking with others, within and beyond the school to build and sustain a learning community	E	A/I/R
The ability to understand and appreciate the school's current strengths and the ways in which these might be further developed	E	I/R
The ability to form and maintain appropriate relationships and personal boundaries with young people	E	A/I/R
The ability to reflect on own approach to work practices and take others contributions / opinions on board	E	I/R
Ability to work effectively and calmly under pressure	E	I/R
Strong organisation and time management skills and the ability to prioritise effectively	E	A/I/R
Adaptable and flexible with excellent inter-personal skills, stamina and resilience	E	A/I/R
Demonstrate professionalism, integrity and loyalty	E	R