



WADEBRIDGE SCHOOL



HEADTEACHER Person Specification

The Person Specification is a description of our 'ideal candidate' for this role. Your application form, supporting letter and professional references will be matched against both the Job Description and Person Specification.

The interview activities for shortlisted candidates will then allow you to demonstrate further the ways in which your experience and personal effectiveness make you the ideal appointment for our school community.

The specification sets out in **Section A** those elements that we deem to be **essential** or **desirable** in making our appointment.

Section B lists the experiences, skills, and characteristics that we are looking for in our Headteacher from September 2024.

SECTION A

Qualifications & CPD	Qualified Teacher Status and First Degree or equivalent	Essential
	Record of personal commitment to your own CPD relevant to Headship	Essential
	NPQH and/or Higher Degree relevant to Headship	Desirable
Experience/Knowledge and Skills	Successful track record of recent/current leadership in an 11 – 16 setting(s)	Essential
	Clearly articulated core values and educational principles	Essential
	Strong teaching ability backed up by good and outstanding outcomes	Essential
	Minimum 3 years of leadership experience with significant impact	Essential
	Understanding of what it means to ‘develop a culture’	Essential
	Strong self-awareness and robust self-evaluation	Essential
	Successful leadership of whole school change	Essential
	Engaging positively with different stakeholders	Essential
	High expectations which motivate and challenge students and staff	Essential
	Ability to build a cohesive team and to ‘take people with you’	Essential
	Strong analytical and strategic thinking skills within a school, local and national context	Essential
	Simplify complex issues so that messaging is clear and unambiguous	Essential
	Thorough knowledge and understanding of current curriculum developments and how students learn	Essential
	Ensure a culture and structure for managing behavior which enables all students to achieve	Essential
	Hold others to account for high standards and address under-performance	Essential
	Empower colleagues so they experience real, significant personal growth	Essential
	Develop staff to become better leaders	Essential
Sensitively resolve conflict	Essential	
	Experience of budgetary planning and the responsibilities of an Accounting Officer	Desirable
	Working closely with Trustees and School Governance	Desirable

SECTION B

Personal Effectiveness	Stable and supportive with stamina, energy, drive and confidence
	Capacity and desire for continued personal development
	Sound and consistent judgement with integrity
	Excellent communication skills
	Strong moral purpose for drive and improvement
	High emotional intelligence
	Kindness
	Humility
	Motivated, enthusiastic and flexible with an ability to adapt and respond to circumstances
	Excellent inter-personal skills and presence
	Build trust with staff, students and stakeholders
	Ability to give, receive and act on feedback
	Strong attention to detail
	Ability to work under pressure
Commitment to the full life of the school	
Strategic Direction, Ethos and Values	Ability to lead school improvement and map progress
	A commitment to strong inter-personal relationships throughout the school that are caring and respectful
	A clear and compelling vision for a high-quality learning environment in Cornwall in 2024 and beyond
Leadership and Management	High level understanding of organisational structures and systems
	Appropriate delegation, monitoring and enforcement of accountability
	Able to lead and maintain high morale, address problems and resolve conflict
Accountability	Able to ensure appropriate levels of accountability throughout the organisation and to successfully hold colleagues to account
	Able to exercise good judgement and to take proportionate action in response to wide and varied issues
	Approachable, with a commitment to high achievement and equity of opportunity
	Understanding and observance of the Headteacher Standards and the [Nolan] Seven Principles of Public Life
Teaching and Learning	Depth of knowledge of leading a successful school curriculum and sound experience of curriculum delivery, monitoring and assessment with proven success
	The ability to analyse complex curriculum issues and develop effective and creative responses
Resources	Ability to analyse complex issues relating to finance and resources, including staff and to develop effective and creative responses
	Ability to exercise sound and proportionate judgement in dealing with staff and to be able to handle difficult situations
Stakeholders and Community	Effective communication with pupils, parents and carers, staff and Trustees and other stakeholders in the local community
	Able to establish and maintain effective links with the community
	Willingness to work effectively with an active and supportive Board of Trustees to develop and improve the school