

## EBN Academy 2 Head Teacher Person Specification

The following outlines the key skills and experiences required for this position. The selection panel will assess each candidate against the criteria listed below, expecting candidates to demonstrate knowledge and understanding of each area, and to show evidence of having applied (or awareness of how to apply) this knowledge and understanding in the school context. You should refer to these requirements when completing your application. Short-listed candidates will be involved in a variety of activities directly related to the Person Specification that will form an evidence base.

The panel will use the following assessments tools:

- Application form (A)
- Interview/assessment activities (I)
- References and other employment checks (R)

	<b>Essential</b>	<b>Desirable</b>	<b>Measured</b>
Experience	<ul style="list-style-type: none"> <li>• Evidence of ability to think strategically to build and communicate a coherent vision for an outstanding school</li> <li>• Demonstrable track-record of senior leadership success in bringing change and school improvement to a school or academy</li> <li>• Proven record of achievement in improving educational standards, raising outcomes and achieving excellence</li> <li>• Evidence of developing high quality leadership capacity and accountability through delegation of tasks as appropriate and monitoring their implementation</li> <li>• Evidence of successful promotion and implementation of innovation in teaching and learning</li> <li>• Experience of using evidence-based information about effective learning and assessment for learning</li> <li>• Evidence of the ability to develop excellent relationships with students and adults</li> <li>• Experience of working successfully with the local community, external agencies and other stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in at least two secondary schools/colleges.</li> <li>• Experience of working in the Alternative Provision sector</li> <li>• Experience of the successful management of the Ofsted inspection process</li> </ul>	A/I/R

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	<ul style="list-style-type: none"> <li>• Successful experience of using target setting, data analysis and curriculum development to improve outcomes for students</li> <li>• Experience of building successful working relationships with a governing body and of developing and sustaining effective partnerships with other organisations</li> <li>• Experience of leading strategic resources including finance, HR and ICT</li> <li>• Experience of the principles and practices of quality assurance systems, including school review, self-evaluation and improvement planning</li> </ul>		
Knowledge and Understanding	<ul style="list-style-type: none"> <li>• An up to date knowledge of academy improvement planning and evaluation</li> <li>• An in depth understanding of local and national development within Alternative Provision</li> <li>• An detailed understanding of the current OFSTED framework</li> <li>• Able to provide strategic and creative leadership and implement an academy vision that has learning and achievement at its core and incorporates the Trust ethos and values</li> <li>• A detailed understanding of current educational issues, including national policies, priorities and legislation</li> <li>• An in-depth knowledge of a range of effective strategies for developing and maintaining high standards of attainment, behaviour and attendance</li> <li>• A detailed knowledge of quality assurance systems including Academy review, self-evaluation and staff appraisal</li> <li>• A commitment to developing choice and flexibility to meet the learning needs of every pupil.</li> <li>• A knowledge and understanding of legal issues relating to managing an Academy including child protection procedures, equal opportunities, race relations, disability, human rights employment and health and safety legislations</li> </ul>	<ul style="list-style-type: none"> <li>• Successful management of health and safety issues</li> <li>• Successful risk management strategies</li> </ul>	A/I/R

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	<ul style="list-style-type: none"> <li>• Demonstrates political insight and anticipates trends</li> </ul>		
Education and Qualifications	<ul style="list-style-type: none"> <li>• Degree or equivalent</li> <li>• Teaching qualification</li> <li>• Qualified Teacher Status</li> <li>• Recent and relevant senior management development/training</li> </ul>	<ul style="list-style-type: none"> <li>• NPQH or equivalent leadership qualification</li> </ul>	A
Personal Qualities/Skills	<ul style="list-style-type: none"> <li>• Has high expectations and a strong team leadership philosophy</li> <li>• Sets priorities and achieves ambitious goals and targets</li> <li>• Understands the need for high levels of visibility as a leader</li> <li>• Ability to listen to, reflect and act on community feedback</li> <li>• Can think creatively to anticipate and solve problems</li> <li>• Acknowledges excellence and challenges poor performance</li> <li>• Inspires, motivates and empowers staff, students and parents</li> <li>• Enjoys working with and has empathy for young people from all backgrounds</li> <li>• Highly values the qualities of, respect, equality, integrity, high expectations and humility</li> <li>• Works collaboratively with others, delegating tasks appropriately</li> <li>• Seeks and acts on feedback from other including colleagues and governors</li> <li>• Adaptable and creative in changing circumstances</li> <li>• Shows resilience and decisiveness under pressure</li> <li>• High level of perseverance, energy and enthusiasm for the Academy</li> <li>• Willing to be involved in all aspects of Academy life</li> </ul>		A/I/R