

Person Specification for the role of Headteacher, Blatchington Mill School



	Essential Criteria
Qualifications	Qualified teacher status
	Further relevant professional study, ongoing or completed, including NPQH or at Masters level
	Evidence of preparation for leadership/headship through CPD
Experience	A proven track record of outstanding classroom teaching, with clear understanding of key principles and practice of effective teaching and learning
	Significant recent experience as a Senior Leader in a secondary school
	Direct experience of strategic development and self-evaluation, successfully improving outcomes for all students including disadvantaged and SEN
	Experience of work with external partners and other agencies for the well-being of all students and their families
	Experience of working in partnership and collaboratively with other organisations to enhance the learning and progress of all students
	Experience in a school's pedagogical development and advancement of staff progression
Professional knowledge	A clear understanding of the key importance of safeguarding, and a commitment to promoting physical and emotional health and well-being of students
	Knowledge of the effective current educational practice and research, including curriculum development and assessment, and the implications of using these as part of school improvement
	A clear understanding of the principles and practice of successful and effective change management
	Ability to use data analysis to support school improvement and decision-making

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	Knowledge of strategic financial planning, budgetary management and principles of best value
Professional skills	Ability to work with the school community to translate the agreed vision into operational plans that promote and sustain school improvement
	An innovative approach to school improvement and curriculum development
	Highly effective communication skills orally and in writing, with the skills and confidence to negotiate and consult across a wide range of stakeholders, decision-makers and partners
	Ability to manage the school efficiently and effectively, including HR, finance and accommodation
	A clear commitment to and vision for supporting the welfare and continued professional development of staff
Philosophy and commitment	Ability to think strategically and to build and communicate a coherent vision
	A commitment to continuing the highly inclusive nature of Blatchington Mill School
	An understanding of, and sensitivity to, the needs of all members of the school and its wider community and the ability to build trusting relationships and inspire commitment
Personal qualities	Ability to inspire, challenge, motivate and empower colleagues and students to achieve their potential
	Excellent judgement, with ability to make effective and timely decisions and implement difficult decisions when necessary.
	Dynamic, decisive and professional leadership with drive and energy to implement change
	Ability to demonstrate resilience, energy and vision in order to build on the school's current successes
	A problem-solving approach to issues, bringing emotionally intelligent, consultative and inclusive listening skills to decisions