



PRINCIPAL PERSON SPECIFICATION

We are looking for the right person to fill this vacancy; you are looking for the right school to work in. We hope that this booklet and other documentation (on the website) gives you a flavour of Goffs-Churchgate. To help you in your application, we show below both the essential and desirable characteristics that we are seeking when reviewing applications and at interview.

Category	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Educated to Honours degree or above • Qualified teacher status • Evidence of relevant Professional Development • Has successfully undertaken Secretary of State approved 'safer recruitment' training 	<p>Post graduate qualifications (including NPQH, Masters degree/post graduate diplomas)</p> <p>Recognised leadership or management qualifications</p>	<p>Application form</p> <p>Interview</p> <p>References</p> <p>Certificates</p>
Experience & Knowledge	<p>Substantial experience of:</p> <ul style="list-style-type: none"> • Senior leadership in a secondary school Improving student outcomes • Financial planning to ensure effective use of budget and resources • Managing, motivating and inspiring staff <p>Substantial knowledge of:</p> <ul style="list-style-type: none"> • Strategies for raising students' achievements • Models of learning and teaching, behaviour and attendance management • Strategies for ensuring inclusion, diversity and access • Current educational trends and issues, including national policies, priorities and legislation, underpinning school effectiveness 	<p>Working with other schools and organisations to develop productive partnerships</p> <p>Experience of working in an inclusive and nurturing setting and still achieving strong outcomes</p> <p>Experience of coaching and mentoring leaders</p>	<p>Application form</p> <p>Interview</p> <p>References</p>

	<ul style="list-style-type: none"> • Curriculum design and management • Financial planning, budgetary management and principles of best value • Principles and practice of quality assurance systems, including school review, self-evaluation and performance management • Legislation relating to safeguarding, and SEND Statutory requirements on the curriculum and assessment 		
Professional Development	<ul style="list-style-type: none"> • Evidence of recent professional development 		Application form Interview References
Strategic Leadership	<ul style="list-style-type: none"> • Exceptional strategic planning skills, with a proven ability to translate vision into clear, coherent plans • Ability to articulate and share an inspiring vision • Demonstrated ability to lead, coordinate, delegate and empower • An exceptional, collaborative, inspirational leader with proven ability to build positive working relationships, negotiate with and influence individuals and relevant groups • Experience of implementing successful strategies for school improvement • Successful implementation of strategies for performance management • Ability to manage change and work under pressure of changing circumstances 		Application form Interview References
Learning & Teaching	<ul style="list-style-type: none"> • Understanding of the characteristics of highly effective learning in a comprehensive environment: great classrooms create great schools • Knowledge and experience of a range of learning and teaching strategies to meet the needs of all students 		Application form Interview References

	Experience of curriculum development		
Leading & Managing Staff	<ul style="list-style-type: none"> • Commitment to visible leadership • Ability to delegate work and support colleagues • Experience of working effectively with governors/Trustees • Involvement in staff recruitment, appointment and induction 	Experience of leading and supporting governor/Trustee training and development	Application form Interview References
Qualities, Skills & Abilities	<ul style="list-style-type: none"> • An immediate and palpable presence and sense of leadership • Ability to enthuse children and adults • A strong belief in inclusion for all • Unwaveringly high expectations for students' achievements • Leading by example, with integrity, resilience and fairness • Excellent interpersonal and communication skills • Ability to develop and sustain a safe, secure and healthy school environment, ensuring an understanding of the legal issues related to managing a school • Ability to organise work and manage time effectively • Ability to be innovative, creative and tenacious 		Application form Interview References
Safeguarding	<ul style="list-style-type: none"> • Evidence of commitment to promoting the health, welfare and safeguarding of children • Evidence of promoting, implementing and monitoring equal opportunities across all aspects of the school 		Application form Interview References