IRON

Inclusive, Resilient, Open, Nurturing

NPS Head teacher: Person Specification

Criteria	Essential		Desirable	
Training and Qualifications	E1	Qualified Teacher Status	D1	Degree
	E2	Professional development or training undertaken in preparation for leadership	D2	Professional development or training undertaken in preparation for headship
Experience	E3	Experience of leadership with proven impact that has raised standards		
	E4	Other leadership and management experience	D4	Evidence of working within a Multi Academy Trust
	E5	Experience of working with other schools and organisations		
Knowledge and Understanding	E6	Involvement in opportunities for high-quality staff development	E6	Evidence of securing strong staff development outcomes
	E7	Understanding of current educational provision and the		

		wider school systems		
	E8	Have excellent understanding of high-quality teaching and learning		
	E9	Demonstrate effective strategic leadership	E9	Evidence of securing strong strategic outcomes
	E10	Knowledge of working with other schools and organisations	E10	Evidence that shows partnership working improved outcomes for pupils and the organisation
	E11	Demonstrate an understanding of the importance of forging good relationships with parents/carers		
	E12	Demonstrate an understanding of strong governance to hold the school to account		
	E13	Demonstrate an understanding of how budgets and resources are deployed in the best interest of pupils	E13	Evidence of securing additional funds or resources for the organisation

	E14	Understand systems for performance management to hold staff to account		
	E15	Demonstrate an understanding of financial management		
Personal Attributes	E16	Ability to lead by example and be a positive role model with excellent communication skills		
	E17	Have ambitious standards and high expectations for all staff and pupils		
	E18	Ability to articulate a clear vision and purpose for education		
	E19	Personal impact and presence		
	E20	Ability to lead the spiritual development of staff and pupils		
	E21	Demonstrate an ability to address		

		under performance		
	E22	Ability to use well evidenced research to achieve excellence	E22	Evidence of improving performance within a Team, using evidence and research
	E23	Confident and innovative approach to school improvement		
	E24	Effective partnerships with a range of professionals		
	E25	Promote excellent behaviour and positive attitudes to school life		
	E26	Promote distributed leadership throughout the schools	E26	Understanding of a Trust based school improvement system
	E27	Promote the development of the whole child		
	E28	Use data analysis to effectively drive whole school improvement		

	E29 E30 E31	Encourage all staff to develop their unique potential Identify emerging talent, develop excellence and clear succession planning Ensure the safety of all staff and pupils at all times		
Special Requirements	E32 E32	Evidence of impactful work within a community or charity Source of inspiration and encouragement for all in the school community		