**Enquire Learning Trust**

**Person Specification**

**Post: Principal**

**Location: Welholme Primary Academy**

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|  | Ess | Des | MOA |
| **Knowledge/Qualifications** |  |  |  |
| Graduate with Qualified Teacher Status | \* |  | A/C |
| Achieve NPQH or other recognised leadership course – including the Enquire Learning Trust’s Leadership Development Programme. |  | \* | A/C |
| Up to date knowledge in subject, national policy, pedagogy, classroom management strategies, research/inspection findings and statutory requirements | \* |  | A/I |
| Comprehensive knowledge of performance management requirements in an educational context | \* |  | A/I |
| **Experience** |  |  |  |
| Experience of senior management at assistant or vice principal level | \* |  | A/I/R |
| An excellent classroom practitioner with the highest expectations for the welfare and progress of all students | \* |  | A/I/R |
| Have a thorough understanding of curriculum development | \* |  | A/I/R |
| Experience of monitoring and improving the quality of teaching and learning | \* |  | A/I/R |
| Proven experience of developing excellent working relationships with all stakeholders | \* |  | A/I/R |
| Proven experience in the analysis of performance data for the purposes of target setting and evaluation | \* |  | A/I/R |
| Have experience of strategic planning | \* |  | A/I/R |
| Have a proven commitment to excellent and respectful behaviour from the whole academy community | \* |  | A/I/R |
| **Skills** |  |  |  |
| Demonstrable ability to work effectively in a wide range of partnerships to achieve academy improvements | \* |  | A/I/R |
| Proven ability to lead and manage significant whole academy initiatives | \* |  | A/I/R |
| Excellent management, motivational and communication skills | \* |  | A/I/R |
| Lead, manage and co-ordinate staff through an effective team based approach | \* |  | A/I |
| Ability to understand complex organisations and work with clearly defined line management and supervision structures | \* |  | A/I/R |
| Ability to monitor and evaluate the work of others; to offer support and intervention where necessary | \* |  | A/I/R |
| **Behaviour and other related characteristics** |  |  |  |
| Commitment to raising standards and achieving the highest standards of achievement for young people | \* |  | A/I |
| Ability to work on own initiative and be pro active | \* |  | A/I/R |
| Work in ways that promote equality of opportunity, participation, diversity and responsibility | \* |  | A/I |
| A commitment to abide by and promote the Academy’s Equal Opportunities, Health and Safety and Child Protection Policies | \* |  | A/I |
| A commitment to safeguarding and promoting the welfare of children and young people | \* |  | A/I |
| The post holder will require an enhanced DBS | \* |  | C |

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| Key:  MOA  Ess  Des  A  I  R  C | Method of Assessment  Essential  Desirable  Application  Interview and assessment  Reference  Certificate |