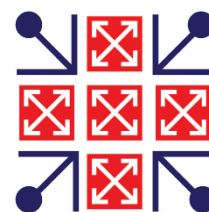


Llantwit Major School

Ysgol Llanilltud Fawr



PERSON SPECIFICATION HEADTEACHER

	CRITERIA	ESSENTIAL	DESIRABLE
1.	QUALIFICATIONS	<p>Qualified to degree level. Qualified teacher status.</p> <p>EWC Registration.</p> <p>NPQH (subject to Headteachers Qualifications & Registration (Wales) Regulations 2005).</p>	<p>Higher degree or equivalent relevant qualification.</p>
2.	KNOWLEDGE AND EXPERIENCE	<p>Significant recent experience and proven track record as a successful Senior leader of a Secondary School, proactively managing staff and resources to inspire and motivate.</p> <p>A sustained record of school improvement with demonstrable experience of monitoring, evaluating and reviewing performance in order to raise achievement for pupils across a range of ages and abilities.</p> <p>Evidence of success in a range of strategic roles including data management, self-evaluation and school improvement.</p> <p>Practical application of effective strategies and procedures relating to continuous professional development, role-modelling by pro-actively owning own development and setting high expectations in others.</p> <p>Strong and robust performance management, setting goals and regularly reviewing milestones and mitigating risks.</p>	<p>Experience of health and safety management.</p> <p>Experience of the financial management of a secondary school.</p> <p>Knowledge and understanding of the Welsh Educational context and initiatives.</p>

		<p>Experience of managing and implementing significant change, leading from the front by sharing a strategic vision which colleagues adopt.</p> <p>Practical application of current best practice and procedures for safeguarding children and young people.</p> <p>Up-to-date knowledge and practical application of what constitutes excellent teaching and learning and how its implemented. Delivering through others by empowering teams and individuals.</p> <p>Experience of effective and engaging stakeholder liaison with governors, parents and the wider community.</p>	
3.	KEY SKILLS	<p>Ability to develop, articulate and communicate a clear long-term vision of high-quality educational provision for the school.</p> <p>Proven strategic management ability including the management of financial and material resources in order to deliver the School Improvement Plan.</p> <p>Ability to lead, manage and motivate staff and pupils to achieve high standards.</p> <p>Successful experience of providing for pupils with additional learning needs.</p> <p>Ability to communicate and develop links effectively, both orally and in writing with a range of audiences and stakeholders.</p> <p>High level of personal skill in using and applying information and communication technology (ICT).</p> <p>Good organisational abilities and the ability to delegate.</p>	Ability to communicate in Welsh

4.	CONTINUOUS PROFESSIONAL DEVELOPMENT	<p>Evidence of continuous professional development.</p> <p>Participation in recent training and development activities relating to managing a school.</p> <p>Experience of leading INSET for others.</p> <p>Work with other schools and organisations.</p>	
5.	PERSONAL ATTRIBUTES	<p>The ability to be resilient under pressure and remain positive and enthusiastic.</p> <p>Sound understanding of the social and political context in which schools operate.</p> <p>Ability to demonstrate sound and balanced judgement, decisiveness and flexibility.</p> <p>Integrity, loyalty and sensitivity.</p>	
6.	OTHER REQUIREMENTS	<p>This post is exempt from the Rehabilitation of Offenders Act (1974) and a comprehensive screening process will be undertaken on all applicants. This will include an enhanced check with the Disclosure and Barring Service. (DBS).</p> <p>Understand and demonstrate a willingness to promote positively the equal opportunities policy of the Local Authority.</p>	