



Gosford Park Person Specification

Qualifications and experience	Essential (E) /Desirable (D)	Identified by
Qualified teacher status Honours degree or equivalent	E	Application form and references
NPQSL	D	Application form
Evidence of continuous professional development relating to school leadership and management and curriculum/teaching and learning	E	Application form
Proven strong, successful senior leadership and management experience at Deputy Head level or above in a School.	E	Application form
Successful experience of leading one or more core curriculum subject	E	Interview process
Substantial, successful teaching experience	E	
Experience working with Governors, knowing how to engage them effectively and understand their role.	D	Interview process
Qualities and knowledge		
Hold and articulate clear vision, values and moral purpose and develop positive relationships and attitudes.	E	Application/letter and Interview process
Demonstrate a strategic leadership style that is characterized by integrity creativity, resilience and clarity.	E	Application/letter and Interview process
An understanding and positive experience of OFSTED inspection.	E	Application/letter and Interview process
Pupils and staff		
Knowledge of what makes outstanding learning through a deep understanding of how pupils learn, and the ability to develop a culture where striving for outstanding is central to the school's work.	E	Application/letter and Interview process

A commitment to valuing, supporting and encouraging the professional development of all staff members.	E	Application/letter and Interview process
Understanding how to empower all pupils and staff to excel	E	Application/letter and Interview process
Evidence of using data to raise standards, pupil attainment and teaching and learning across the whole school.	E	Application/letter and Interview process

Systems and processes		
Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these	E	Application/letter and Interview process
A clear understanding and commitment to promoting and safeguarding the welfare of all including mental health and wellbeing of children and staff.	E	Application/letter and Interview process
Experience of building and maintaining effective and positive relationships with parents, carers, Governors, the wider community and other schools.	D	Application/letter and Interview process
Strong financial planning and management skills, with experience of making effective use of resources including Pupil Premium.	E	Application/letter and Interview process
The self-improving school		
Evidence of building and nurturing a strong, positive and collaborative culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver school improvement.	E	Application/letter and Interview process
Excellent communication skills and proven ability to listen to, understand and work effectively with all children, staff, Governors and parents.	E	Application/letter and Interview process
The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.	E	Application/letter and Interview process