

Person Specification Headteacher (Virtual School)



Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- Degree and/or equivalent Professional Qualification and Qualified Teacher Status
- Knowledge of legislation applied to schools and local authorities in respect of looked after children and the virtual school, including safeguarding
- Demonstrable success of improving outcomes for Looked After Children, including the development innovation and best practice.
- Experience at Headship, Deputy Headship or significant school or local authority leadership
- Experience in working with schools in developing strategies to ensure smooth and effective transition between and with phases of education
- Experience of coaching, and supporting senior leaders, teachers, support staff and others in bringing about improvements in their practice.
- Experience of motivating and managing a team, including successfully negotiating, and delivering change.
- Experience of successful resource and financial management, including evidence of input into budget setting.
- Evidence of ability to think creatively in respect of improving practice and problem solving.
- Ability to work successfully with senior school staff, Governors, colleagues, elected members and external agencies to deliver improved outcomes for Looked After Children
- Ability to work to deadlines and conflicting demands
- Effective presentation, communication and interpersonal skills, that can engage with a wide range of internal and external partners
- Evidence of continued professional, managerial and personal development and knowledge of research and evidence based best practice

Desirable

- Leadership or Management Qualification
- Understanding of Health and Social Care Funding issues that impact on pupils

Part B

The following criteria will be further explored at the interview stage:

- Demonstrable success of improving outcomes for Looked After Children, that include evidence of innovation and best practice.
- Experience in working with schools in developing strategies to ensure smooth and effective transition between and with phases of education
- Experience of successfully negotiating and managing change within an organisation
- Experience of successful resource and financial management, including evidence of input into budget setting.
- Evidence of ability to think creatively in respect of improving practice and problem solving

- Ability to work successfully with senior school staff, Governors, colleagues, elected members and external agencies to deliver improved outcomes for Looked After Children
- Ability to work to deadlines and conflicting demands
- Resilient and effective communicator
- Able to demonstrate a good understanding of equal opportunities within education and the workplace
- Supportive approach to sector led improvement in Education