



**BRIGHT FUTURES SCHOOL**

**APPOINTMENT OF HEAD OF LEARNING**

**PERSON SPECIFICATION**

**Please note:**

Everything in this specification is regarded as essential. Where something is shown as being assessed in part or in full from your Application Form, please ensure that you have addressed it in your application.

**STRATEGIC LEADERSHIP**

REQUIREMENT	Assessed By A=Application Form I = Interview
Able to build a coherent vision of excellence for the school and has the ability to work steadily towards this goal.	A, I
Proven experience of raising standards of achievement in an educational setting.	A, I
An inspirational leader, able to motivate and empower all staff and students.	I
Able to make difficult decisions and follow them through.	I
Has excellent oral and written communication skills and excellent listening skills.	A, I
Has experience of strategy formulation and implementation at leadership level in an appropriate setting.	A, I
Able to identify successes and failures, and positively embrace change to secure continuous school improvement.	A, I

<p style="text-align: center;"><b>REQUIREMENT</b></p>	<p><b>Assessed By</b>  <b>A=Application Form</b>  <b>I = Interview</b></p>
<p>Prepared to provide challenge to established ways of working in order to move the school forward.</p>	<p>A, I</p>
<p>NPQH - completed or underway.</p>	<p>A</p>

## **LEADING TEACHING AND LEARNING**

<b>REQUIREMENT</b>	<b>Assessed By A=Application Form I = Interview</b>
Holds Qualified Teacher Status	A
Is able to design and deliver a broad and balanced curriculum, which includes innovative approaches to enrich the cultural experiences of all pupils.	I
Substantial recent senior leadership experience in an appropriate school or similar setting.	A, I
Extensive understanding of current and future curriculum developments across all key stages.	I
In-depth knowledge and experience of excellence in SEN teaching practice, including appropriate teaching and learning styles.	I
Experience of monitoring and evaluation, target setting, school improvement planning and curriculum leadership.	A, I
Able to make decisions based upon analysis, interpretation and understanding of relevant data and information from both within and outside the school.	I
Understands school self-evaluation and its link with school improvement and OFSTED inspection processes.	I
Able to lead, manage and develop a culture of high expectations and appropriate challenge led by personal example.	I
Committed to personalised learning approaches, in order to ensure success for every child.	I
Experience of monitoring practice to ensure that devolved responsibilities are being carried out in order to improve the quality of teaching and learning across the school.	A, I

## **FINANCE AND ACCOUNTABILITY**

<b>REQUIREMENT</b>	<b>Assessed By A=Application Form I = Interview</b>
Able to demonstrate commercial acumen and understand the principles of best value.	I
Able to manage financial and human resources effectively and efficiently	A, I
Experience of working on and reviewing the performance of staff through rigorous appraisal and performance management systems.	I
Able to plan strategically and operationally, allocate resources effectively and evaluate impact	I
Experience of establishing clear policies and practice throughout the school and implementing procedures to monitor and evaluate their impact.	I

Experience of presenting a clear account of the school's performance to all members of the school community e.g. Proprietor, parents, staff and others to enable them to fulfil their responsibilities.	I
Use of a range of evidence including performance data and external evaluations to improve aspects of school life including challenging poor performance	A, I
Understand the need to maintain a safe and healthy environment for all users of the school.	I
Personal and demonstrable commitment to equality of opportunity and diversity.	I
Personal and demonstrable commitment to safeguarding.	I