



**PERSON SPECIFICATION**  
**Whitby Secondary Partnership**  
**Head of School – Eskdale School**

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

| <b>QUALIFICATIONS AND TRAINING</b>                                                                                                                                                       | <b>Essential on appointment</b> | <b>Desirable on appointment (if not attained, development may be provided for successful candidate)</b> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|---------------------------------------------------------------------------------------------------------|
| Qualified Teacher status                                                                                                                                                                 | <b>X</b>                        |                                                                                                         |
| Graduate or equivalent                                                                                                                                                                   | <b>X</b>                        |                                                                                                         |
| Evidence of continuous professional development including recent leadership training                                                                                                     |                                 | <b>X</b>                                                                                                |
| Proven track record of effective teaching and managing learning with experience across the age range                                                                                     | <b>X</b>                        |                                                                                                         |
| Evidence of leadership training and development                                                                                                                                          |                                 | <b>X</b>                                                                                                |
| Evidence of continuous professional development used to improve own practice                                                                                                             |                                 | <b>X</b>                                                                                                |
| <b>EXPERIENCE AND SKILLS</b>                                                                                                                                                             | <b>Essential on appointment</b> |                                                                                                         |
| Experience across the secondary age range                                                                                                                                                | <b>X</b>                        |                                                                                                         |
| Proven track record of effective school leadership and management at senior level with thorough knowledge of the statutory requirements and legislation applicable to maintained schools | <b>X</b>                        |                                                                                                         |
| Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at secondary level                                                                 | <b>X</b>                        |                                                                                                         |
| A proven track record for improvement, using the most appropriate evidence, taking into account the school and community context                                                         | <b>X</b>                        |                                                                                                         |
| How they have challenged in a respectful and positive manner to maintain and develop relationships and improve the quality of outcomes                                                   | <b>X</b>                        |                                                                                                         |
| Knowledge and application of setting high expectations and monitoring progress to continually raise standards of teaching and learning and outcomes for pupils                           | <b>X</b>                        |                                                                                                         |
| Demonstrate experience of effective secondary school senior leadership as a minimum as a Deputy                                                                                          |                                 | <b>X</b>                                                                                                |
| Experience in successful partnerships development and collaborative working                                                                                                              | <b>X</b>                        |                                                                                                         |
| Up to date knowledge and understanding of Ofsted and expectations and its application                                                                                                    | <b>X</b>                        |                                                                                                         |



The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies;

| Key Competencies                                     | Essential on appointment |
|------------------------------------------------------|--------------------------|
| Passionate commitment to education                   | X                        |
| Accepts accountability and holding others to account | X                        |
| Skilful communication according to audience          | X                        |
| Respect for others                                   | X                        |
| Building effective teams                             | X                        |
| Reflective                                           | X                        |

| SAFEGUARDING                                                                                                                | Essential on appointment |
|-----------------------------------------------------------------------------------------------------------------------------|--------------------------|
| These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure |                          |
| Demonstrate a commitment to safeguarding and the welfare of children and young people                                       | X                        |
| Ability to form and maintain appropriate relationships and personal boundaries                                              | X                        |
| Emotional resilience in working with challenging behaviours                                                                 | X                        |
| Appropriate use of authority and discipline                                                                                 | X                        |

| FURTHER EXPERIENCE                                                                                                          | Essential on appointment |
|-----------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Improve academic and social outcomes for all pupils                                                                         | X                        |
| Manage school improvement and performance effectively                                                                       | X                        |
| Provide a safe, calm and well-ordered environment for learning and working that promotes the well-being of pupils and staff | X                        |
| Understand the nature of learning and help to secure excellent teaching, learning and wider educational opportunities       | X                        |
| Distribute leadership to develop and support effective teams within the school                                              | X                        |
| Implement agreed financial strategy and manage the school budgets effectively                                               | X                        |
| Ensure effective and transparent use of school and federated systems and processes                                          | X                        |
| Embrace and champion the vision and strategy for the Federation                                                             | X                        |