

# MAGDALEN COLLEGE SCHOOL

## HEADTEACHER

### Personal Specification

All staff at Magdalen College School are required to demonstrate a commitment to equality, safeguarding, excellence and inclusion. Working within a values-based ethos, staff protect and enable every child's right to be happy, safe and to make progress in their learning and well-being.

	Essential Criteria	Desirable Criteria	How Assessed
<b>Qualifications/ Experience</b>			
1	Qualified to degree level or equivalent	Further relevant professional qualifications or higher degree.	Application
2	Qualified teacher status		Application
3	Sustained and successful Headship or Deputy Headship within a secondary school	NPQH	Application & Interview
4	QTS teaching experience within all of the phases: Key Stage 3 / Key Stage 4 / Key Stage 5		Application
5	Understanding of current child protection and safeguarding guidance and experience of implementing effective safeguarding processes	Designated Safeguarding Lead Training	Application & Assessment
<b>Professional Knowledge, Understanding and Skills</b>			
1	A clear understanding of the National Standards of Excellence for Headteachers	Experience of Values Based Education	Interview
2	Proven track record in driving across all areas of the school and delivering strong outcomes for learners		Interview & Assessment
3	Able to communicate well, appropriately and across the whole school, with all stakeholders.		Application, Interview & Assessment
4	Actively fosters a positive culture with emphasis on high achievement for all		Interview & Assessment
5	Experience of leading in the school improvement planning process	Experience of writing SEF and SDP	Interview
6	Understanding of strategic financial management and budgeting	Experience of strategic financial management and budgeting	Application & Assessment
7	Effectively supports and motivates children to behave well.	An understanding of attachment based approaches to behaviour	Interview & Assessment

<b>Leadership and Management</b>			
1	An outstanding practitioner and role model for learning and teaching with a proven ability to develop the quality of learning and teaching in others		Interview & Assessment
2	Experience of leading, motivating and challenging staff to achieve challenging targets, including undertaking performance management of both highly effective and underperforming colleagues		Application & Interview
3	Able to lead curriculum development to ensure a broad and exciting curriculum		Application & Interview
4	Evidence of successful strategies that have positive impact on children's academic, social and emotional development		Application & Interview
5	Flexibility and readiness to make changes when needed	Experience in Change Management	Application & Interview
6	Evidence of handling difficult situations with sensitivity and resolving conflicts by applying sound leadership skills		Interview & Assessment
<b>Personal attributes and attitudes</b>			
1	Confidence, energy and commitment for the role		Interview
2	Maintains positive, professional relationships with all children and adults		Interview
3	Honesty, integrity and professionalism under all circumstances		Interview
4	A clearly articulated philosophy on how children learn effectively		Application & Interview
5	Resilience and an ability to manage conflicting pressures and priorities		Interview
6	Readily contributes to the wider life of the school and the community		Application