



PRINCIPAL
PERSON SPECIFICATION
MONKTON JUNIOR SCHOOL

[A] TRAINING AND QUALIFICATIONS

	Essential	Desirable	Source A - application I - interview R - references T - task observation C - Certificates
Qualified teacher status	✓		A, C
Degree	✓		A, C
Post-entry qualification or management qualification		✓	A, C
National Professional Qualification for Headship (NPQH)		✓	A, C
Recent participation in a range of In-service training relevant to the post of Principal (within the last 3 years)	✓		A, C

[B] EXPERIENCE OF TEACHING AND SCHOOL MANAGEMENT

Applicants should be able to demonstrate a good knowledge and understanding of the following.

	Essential	Desirable	Source
Successful recent leadership experience at Deputy/Assistant Head Teacher or equivalent level	✓		A, I, R
Proven recent experience of working successfully in Key Stage 2	✓		A, I, R
Outstanding classroom practice	✓		A, I, T, R
A recent proven track record of raising and maintaining high educational standards and improving teaching	✓		A, I, R
Have an understanding of financial systems and their operation within an academy	✓		A, I, R
Experience and understanding of data analysis, evaluating tracking information and developing assessment procedures that impact on pupil outcomes	✓		A, I, R
Experience of the use of ICT to enhance learning in a classroom environment	✓		A, I, T, R

[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the specific phase.

	Essential	Desirable	Source
Pupils' educational development including SEN, vulnerable and disadvantaged pupils	✓		A, I, R
School leadership and management	✓		A, I, R
Curriculum and assessment across key stages	✓		A, I, R
Effective teaching and learning strategies	✓		A, I, R
School improvement strategies, including rigorous self-evaluation	✓		A, I, R
Local and national policies, priorities and statutory frameworks	✓		A, I, R
Role of the Trust and Board of Directors	✓		A, I, R
Knowledge and understanding of safeguarding procedures	✓		A, I, R

[D] PERSONAL SKILLS AND ABILITIES

Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post:

	Essential	Desirable	Source
A passion and motivation to work with children	✓		I,R
Effective oral and written communication skills with an ability to negotiate at all levels	✓		I, R,
High personal standards of integrity	✓		I, R
Be able to build effective teams and have consideration of the views of others	✓		I, R
High expectations and show enthusiasm, adaptability and resilience	✓		I, T

[E] OTHER REQUIREMENTS

	Essential	Desirable	Source
Application forms should be completed in full	✓		A
Personal statement within the application form should be clear and concise and no more than 3 sides of A4 (Font size Arial 12)	✓		A
Must demonstrate relevant experience linked to the job description and person specification	✓		A
Enhanced DBS and Section 128 clearance	✓		

Please note: no CV's or additional information should be submitted other than that requested above and will not be considered.

[F] CONFIDENTIAL REFERENCES AND REPORTS

	Essential
Written reference(s) only	✓
Confirming professional and personal knowledge, skills and abilities referred to above	✓
Positive recommendation from current employer	✓