

# Penryn College

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Penryn  
College

"Achieving through Challenge"

	Person Specification CRITERIA	Essential/ Desirable		Where Assessed
		E	D	
<b>A</b>	<b>EDUCATION AND QUALIFICATIONS</b>			
1	A good honours degree	✓		Application form
2	Qualified Teacher Status (QTS)	✓		Application form
3	Relevant higher degree		✓	Application form
4	NPQH		✓	Application form
5	Evidence of recent and relevant training and development at headship level and/or in preparation for headship	✓		Application form
6	Substantial experience of teaching	✓		Application form
<b>B</b>	<b>QUALITIES AND KNOWLEDGE</b>			
7	Commitment to engage with and promote the school ethos and values	✓		Supporting Statement
8	Successful recent strategic leadership experience as an Assistant Headteacher or Deputy Headteacher in a fully comprehensive school.	✓		Application form/ Supporting Statement/ Interview
9	In-depth knowledge and understanding of the wider educational agenda including current national policies and educational issues as well as the statutory and legal framework governing the operation of a school.	✓		Supporting Statement/ Interview
10	Proven track record in leading, monitoring and managing staff including building a successful team, delegating effectively and implementing and managing change when change is needed.	✓		Supporting Statement/ Interview
11	In depth knowledge and experience of Child Protection, Safer Recruitment and Safeguarding procedures.	✓		Application form/ Supporting Statement/ Interview
12	Knowledge of the potential of ICT to enhance learning and an ability to analyse and interpret data effectively.	✓		Supporting Statement/ Interview
13	Have high expectations and personal integrity with the ability to promote and deliver the values, culture, ethos and traditions of the College with a commitment to the provision of extra-curricular activities.	✓		Supporting Statement/ Interview
14	Be astute and perceptive with strong analytical skills and the ability to use sound judgement to anticipate and to resolve conflict and issues imaginatively.	✓		Supporting Statement/ Interview
15	Be proactive, innovative and versatile with a high level of drive, energy and enthusiasm necessary to effectively deliver common goals.	✓		Interview
16	Be articulate and approachable with excellent interpersonal communication skills both verbally and in writing.	✓		Supporting Statement/ Interview
17	Be able to relate empathetically to parents/carers, staff, students, Governors and the wider community.	✓		Interview
18	Be a visible high-profile role model with a professional approach that inspires excellence, confidence, trust and respect of the College and the wider community.	✓		Interview
19	Demonstrate a thorough and up of date knowledge and understanding of the OFSTED inspection framework	✓		Interview
<b>C</b>	<b>PUPILS AND STAFF</b>			
20	Secure excellent teaching through an analytical understanding of how students learn and of the core features of successful classroom practice.	✓		Supporting Statement/ Interview

21	Successful experience of positive behaviour management and developing a student focused, inclusive and effective learning environment so that behaviour and attendance are outstanding.	✓		Supporting Statement/ Interview
22	Successful experience of curriculum development along with an understanding of the issues associated with choice and flexibility needed to meet the educational needs of all pupils from Year 7 through to Year 11.	✓		Supporting Statement/ Interview

	CRITERIA	Essential/ Desirable		Where Assessed
		E	D	
23	Demand ambitious standards for all students, including those with SEN, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on student outcomes.	✓		Supporting Statement/ Interview
24	Successful experience of the implementation of effective assessment procedures and an understanding of assessment for learning needs of students.	✓		Supporting Statement/ Interview
25	Evidence of achieving a safe, secure and healthy school environment.	✓		Supporting Statement/ Interview
26	Appreciate the importance of a work life balance for all staff.	✓		Supporting Statement/ Interview
27	Committed to safeguarding, promote the welfare of children and young people, and ensure all staff and volunteers share this commitment.	✓		Supporting Statement/ Interview
28	Committed to ensuring appropriate provision and positive school experiences for children with high need SEN, ASC and those who are vulnerable	✓		Supporting Statement/ Interview

### **C** SYSTEMS AND PROCESSES

28	A strong leader with evidence of highly developed skills in performance management, recognising high performance and tackling underperformance through to resolution.	✓		Supporting Statement/ Interview
29	Successful experience of effective financial and resource management to achieve educational priorities and ensure efficiency and value for money.	✓		Supporting Statement/ Interview
30	Proven successful experience of school self-evaluation and accountability and the school improvement process.	✓		Supporting Statement/ Interview
31	Welcome strong governance and actively work collaboratively with the Governing Body to develop and deliver a school vision which embraces excellence, intellectual rigour, high standards and inclusion.	✓		Supporting Statement/ Interview
32	A commitment to and evidence of promoting diversity and equal opportunities within the curriculum and in employment practice.	✓		Supporting Statement/ Interview
33	Proven ability to plan strategically with the expertise to deliver and to communicate compellingly the College's vision and drive the strategic leadership, empowering all students and staff to excel.	✓		Supporting Statement/ Interview
34	Promote leadership throughout the College, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.	✓		Supporting Statement/ Interview

### **D** THE SELF IMPROVING SCHOOL SYSTEM

35	Successful experience of securing and raising standards in an inclusive school and working with, and prepared to challenge, external agencies locally, nationally and/or internationally.	✓		Supporting Statement/ Interview
36	Actively encourage CPD and research lead development by staff and innovation in teaching practices.	✓		Supporting Statement/ Interview
37	Assist with the creation of an outward facing school which works with other schools and organisations in a climate of mutual challenge to champion best practice and secure excellent accountability.	✓		Supporting Statement/ Interview
38	An ability to develop and deliver an Education Plan according to agreed priorities.	✓		Supporting Statement/ Interview

E	PERSONAL QUALITIES		
39	Be able to demonstrate a range of leadership styles and employ the right style for the right situation.	✓	Supporting Statement/ Interview
40	Understand the school's role in the local community and foster these relationships for the benefit of the students	✓	Supporting Statement/ Interview
41	Be compassionate and thoughtful in their approach at all times, coupled with a sense of humour for those times when it is needed	✓	Supporting Statement/ Interview
42	Be resilient in the face of adversity and be able to steer the school through the variety of challenges it will face	✓	Supporting Statement/ Interview
The Selection Panel will assess each candidate against the criteria listed above.			