



# ST GEORGE'S ACADEMY

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*The Company is Registered in England and Wales no: 7087804*

*Limited by guarantee*

## Principal Person Specification

Criteria	Essential	Desirable	Sources of Evidence
<b>Education, Qualifications and Professional Development</b>	<ul style="list-style-type: none"> <li>honours degree</li> <li>qualified teacher status</li> <li>evidence of continuous personal/professional development</li> </ul>	<ul style="list-style-type: none"> <li>evidence of post-graduate study or research</li> <li>NPQH</li> </ul>	<ul style="list-style-type: none"> <li>application form</li> <li>certificates</li> </ul>
<b>Experience</b>	<p>Evidence of success in:</p> <ul style="list-style-type: none"> <li>effective leadership in a secondary school</li> <li>working in a number of roles at senior leadership level as Assistant Head/ Deputy Head or Headteacher</li> <li>delivering a vision through strategy and action</li> <li>creating and developing policy</li> <li>promoting outstanding teaching and learning and the highest levels of achievement</li> <li>monitoring and evaluating teaching and learning to ensure that standards are consistently high</li> <li>leading and developing the curriculum</li> <li>project management to plan and implement change</li> <li>the effective management of people and resources, including budgetary responsibility</li> <li>motivating, integrating and directing the school community</li> <li>developing and maintaining strong relationships and partnerships with the governing body, students, parents and other stakeholders</li> </ul>	<p>Evidence of success in:</p> <ul style="list-style-type: none"> <li>curriculum and pastoral leadership</li> <li>more than one secondary school</li> <li>developing participation in a wider school experience</li> <li>encouraging and developing links with the wider community</li> </ul>	<ul style="list-style-type: none"> <li>application form</li> <li>letter of application</li> <li>references</li> </ul>
<b>Professional skills and knowledge</b>	<p>Candidates will have:</p> <ul style="list-style-type: none"> <li>knowledge of the key legal issues relating to the leadership and management of a school</li> </ul>	<p>Candidates may have:</p> <ul style="list-style-type: none"> <li>the ability to promote and market the school</li> </ul>	<ul style="list-style-type: none"> <li>letter of application</li> <li>selection process</li> <li>references</li> </ul>

	<ul style="list-style-type: none"> <li>• knowledge of national trends that could impact upon the school</li> <li>• knowledge of models of learning and teaching</li> <li>• understanding of attendance and behaviour management</li> <li>• a passion for excellence in the learning process</li> <li>• financial awareness and the ability to understand, plan and manage the budget</li> <li>• the ability to analyse and interpret complex information and explain key elements in simple terms</li> <li>• the ability to lead and communicate a shared vision for the school</li> <li>• the ability to think strategically and to plan and implement change as necessary</li> <li>• the ability to inspire, challenge and motivate others</li> <li>• the ability to recognise and deal effectively with poor performance</li> <li>• the ability to model the values and vision of the school and lead by example</li> <li>• excellent oral and written communication skills</li> <li>• a commitment to the promotion of the school's ethos with reference to inclusion and diversity</li> <li>• the ability to build effective working relationships and networks both within and outside the school</li> <li>• the ability to demonstrate political insight and anticipate trends</li> </ul>		
<p><b>Personal Qualities and Attributes</b></p>	<ul style="list-style-type: none"> <li>• committed</li> <li>• enthusiastic</li> <li>• self-motivated</li> <li>• well organised</li> <li>• resilient</li> <li>• works effectively under pressure</li> <li>• inspires respect</li> <li>• decisive with sound judgement</li> <li>• emotionally intelligent</li> <li>• a calm demeanour</li> </ul>	<ul style="list-style-type: none"> <li>• has a good work/ life balance</li> <li>• an independent thinker</li> </ul>	<ul style="list-style-type: none"> <li>• selection process</li> <li>• references</li> </ul>