

**Principal - Person Specification**  
**Stoke Minster Church of England Academy**

<b>KNOWLEDGE/QUALIFICATIONS</b>	
Graduate with Qualified Teacher Status	A/C
Up to date knowledge in subject, national policy, pedagogy, classroom management strategies, research/inspection findings and statutory requirements	A/I
Comprehensive knowledge of performance management requirements in an educational context	A/I
<b>EXPERIENCE</b>	
Experience of senior management at assistant or vice principal level	A/I/R
An excellent classroom practitioner with the highest expectations for the welfare and progress of all students	A/I/R
Have a thorough understanding of curriculum development.	A/I/R
Experience of monitoring and improving the quality of teaching, learning and assessment.	A/I/R
Proven experience of developing good working relationships with all partners; internal and external.	A/I/R
Proven experience in the analysis of performance data for the purposes of target setting and evaluation.	A/I/R
Have experience of strategic planning.	A/I/R
Have a proven commitment to excellent and respectful behaviour from the whole academy community.	A/I/R
<b>SKILLS</b>	
Demonstrable ability to work effectively in a wide range of partnerships to achieve academy improvements.	A/I/R
Proven ability to lead and manage significant whole academy initiatives	A/I/R
Excellent management, motivational and communication skills	A/I/R
Lead, manage and co-ordinate staff through an effective team-based approach	A/I
Ability to understand complex organisations and work with clearly defined line management and supervision structures.	A/I/R
Ability to monitor and evaluate the work of others; to offer support and intervention where necessary.	A/I/R

BEHAVIOUR AND OTHER RELATED CHARACTERISTICS	
Commitment to raising standards and achieving the highest standards of achievement for children and young people	A/I
Ability to work on own initiative and be pro active	A/I/R
Work in ways that promote equality of opportunity, participation, diversity and responsibility	A/I
A commitment to abide by and promote Equal Opportunities	A/I
A commitment to ensure to all aspects of Health and Safety are compliant and are under constant review	A/I
A commitment to safeguarding and promoting the welfare of children and young people	A/I
A commitment to the vision and values St Chad's Academies Trust	A/I
The post holder will require an Enhanced DBS	C

**Key: Method of Assessment**

- A - Application
- I R - Interview and Reference
- C - Certificate