



Person Specification

Headteacher	
Grade	Leadership Scale L29-L34
Section	Leadership
Responsible to	Stowe Valley Multi Academy Trust and the Governing Body
Responsible for	Bilton School

Job Purpose	To provide effective, dynamic and inspirational leadership for Bilton School that ensures its continued success and improvement. To secure a culture that promotes excellence, quality and high expectations so that all members of the school community can fulfil their true potential.
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Method of Assessment:			
Application Form (A); Letter of Application (L); Reference (R); Interview Process (I)			
Qualifications	Essential	Desirable	Method of Assessment
Good Honours Degree	X		A
Qualified Teacher Status	X		A
Successful completion of the NPQH		X	A
Have evidence of continuous professional development appropriate to the role	X		A
Evidence of further training and accreditation at leadership level		X	A
Up to date training and knowledge of legislation for the protection of the whole school community	X		A
Wider commercial experience		X	A/L,R
Experience			
Has experience of at least three years of a substantial senior leadership role, with significant strategic responsibilities	X		A,R
Is/has been head of a mixed, all ability, state school with students to the age of 18		X	A,R
Has experience of working collaboratively with other schools	X		L,R,I
Has a proven track record of raising educational aspirations and standards	X		L,R,I
Can provide evidence of being an outstanding classroom practitioner and of leading and coaching others in developing high	X		L,R,I

quality teaching		
Leadership skills, abilities and experience		
Proven ability to inspire others towards a vision for the whole community, enabling this to be shared, understood and supported by all stakeholders	X	L,R,I
Able to demonstrate good oral, written and listening skills. Evidence of building and maintaining strong relationships within school and the wider community, engendering a sense of trust and belonging to all	X	L,R,I
Proven track record of raising school improvement, raising aspirations, attainment and progress	X	L,R,I
Demonstrate the ability to build on the existing strengths in the school and take it to its next level of development and high performance	X	I
Proven understanding of successful strategies to secure good behaviour and attendance across an inclusive organisation	X	L,R,I
Able to demonstrate clear values, high integrity and a strong moral purpose	X	L,R,I
Proven success in promoting a collaborative, distributive leadership style. Having the ability to motivate and empower staff, encourage creativity and develop effective teams	X	L,R,I
Able to exemplify a firm belief in staff development and lifelong learning for all in the organisation, developing individuals and teams to achieve personal and shared goals	X	L,I
Proven success in developing and or making a significant contribution to a culture of high expectations across an organisation with a healthy balance of challenge and support for all	X	L,R,I
Management skills, abilities and experience		
Proven experience of strategic management	X	L,R,I
Proven experience and understanding of school self-evaluation methods, improvement planning and links with the Ofsted process	X	L,R,I
Able to demonstrate skills in the understanding and interpretation of data and the use of data to support improvement and evaluation	X	I
Demonstrate a clear understanding of current educational and political issues and national agendas	X	I
Able to critically appraise and implement new legislation and policies, synthesising and interpreting information to ensure all stakeholders understand at an appropriate level	X	I
Proven ability to turn a well-founded educational philosophy and shared aspirational vision into practical outcomes	X	L,R,I
Evidence of successful management of multiple stakeholder groups		X L,R,I
Personal qualities, behaviour and style		
Has the energy, drive, ambition and tenacity to take on a challenging role as a head of this unique school in a fast moving educational climate	X	R,I
Has a keen interest in all Bilton component parts: the whole school, community programme, MAT development		X L,I
Is passionate about the Bilton School community but also outward-facing and committed to wider relationships and educational improvement	X	L,I
Has a personal and professional demeanour that commands confidence and engenders respect	X	I
Is emotionally intelligent, resilient and remains calm under pressure	X	R,I
Is personally committed to the wellbeing of everyone in the organisation and committed to social justice and equality of opportunity	X	R,I
Is of high integrity, sets high standards for self and others, expects to be personally accountable and to hold others to account	X	R,I
Can manage own workload successfully and monitor the workload of others, striving to achieve a good work/life balance for all	X	R,I

Stowe Valley MAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an Enhanced DBS Disclosure.

COMMITTED TO EQUAL OPPORTUNITIES