

**Stratford upon Avon School
College Leader
Person Specification June 2026**

Please read this Person Specification carefully as it will be used to assess candidates as part of the short list and selection process. The recruiting team will be looking for candidates who most closely match the following:

	Essential	Desirable	Evidence Base
Qualifications	<ul style="list-style-type: none"> • A good general qualification, including GCSE Maths & English at 4 / C or above, or (equivalent). 	<ul style="list-style-type: none"> • Further qualification relating to the post e.g., child development, psychology, restorative justice, management • Further education to at least A Level equivalent/ Degree or Continued relevant study 	Application Form
Experience	<ul style="list-style-type: none"> • Building positive and trusting relationships with young people • Effective communication with young people, parents, careers and external agencies • Leading a team • Implementing strategies to improve positive attitude to learning • Working in a team collaboratively to share ideas and achieve objectives • Successfully dealing with difficult situations and managing challenging behaviour • Working with young people to support them in overcoming barriers to their personal, social or learning development • Working successfully with challenging and demotivated students to reengage them in learning • Delivering large presentations/ assemblies 	<ul style="list-style-type: none"> • Experience of: • Leadership of tutors and student body within house/college structure • Early Help/Child Protection/Home visits • Liaison with external agencies • Alternative Provision/Attendance • Delivering training sessions to colleagues • Restorative Justice • Organising celebration events 	Application, references and selection process.
Key Skills, Competencies and Aptitudes	<ul style="list-style-type: none"> • Ability to lead and manage others • Ability to engage, enthuse and inspire others • Ability to utilise a range of strategies to tackle student behaviour • Communication skills to influence, persuade, motivate and engage with a wide range of young people and their families • Ability to deliver difficult messages effectively • Ability to influence others behaviour or perspective through calm and well-reasoned discussion • Enthusiasm, self-motivation and resilience • Analytical skills to interpret information, determine different options for action and feasibility of proposals to solve difficult problems 	<ul style="list-style-type: none"> • Confident communicating to large audiences • Takes a proactive and positive approach to solving problems to focus on a fair and measured solution • High degree of skill in dealing with challenging behaviour and delivers training to staff in this area • Inspires others with a clear vision and set of expectations 	Application form, selection process.
Professional Development	<ul style="list-style-type: none"> • A willingness to attend training for specific aspects of the job and for generic school-based development. 	<ul style="list-style-type: none"> • Prior experience of putting skills acquired through training into practice. 	Application form
Other Information	<ul style="list-style-type: none"> • Displays commitment to the protection and safeguarding of children and young people • Post subject to Enhanced DBS Disclosure • Share the ethos of the school 	<ul style="list-style-type: none"> • Willingness to co-ordinate and take part in whole school activities. 	Selection process.

The school is committed to safeguarding and promoting the welfare of the children and young people and expects all staff and volunteers to share this commitment.