

<b>Qualifications and Experience</b>					
<b>Essential</b>		<b>Desirable</b>	<i>Application</i>	<i>Interview</i>	<i>Task / Observation</i>
1	<i>DFE recognised Qualified Teacher Status, and recent and relevant CPD.</i>	<i>NPQH qualification, or willingness to work towards.</i>	✓	✓	
2	<i>At least 3 years recent and relevant senior leadership experience in a primary school.</i>		✓	✓	
3	<i>Record of outstanding classroom practice with at least 5 years teaching experience.</i>	<i>Experience teaching across key stages.</i>	✓	✓	
4	<i>Evidence of leading and maintaining a whole school initiative linked to school improvement.</i>		✓	✓	
5	<i>Evidence of successful curriculum leadership and involvement in school improvement planning.</i>	<i>Experience of leading a core curriculum area.</i>	✓	✓	✓
6	<i>Proven track record of raising standards and meeting challenging targets.</i>	<i>Achievement of high EYFS / KS1 SATs results.</i>	✓	✓	
7	<i>Experience of leading and managing a team, and of performance management.</i>		✓	✓	
8	<i>Experience of child protection/safeguarding with up to date training or willingness to undertake training</i>		✓	✓	

<b>Abilities and Skills</b>					
<b>Essential</b>		<b>Desirable</b>	<i>Application</i>	<i>Interview</i>	<i>Task / Observation</i>
9	<i>Ability to communicate effectively with all members of the school community.</i>	<i>Experience of leading staff and parent meetings.</i>	✓	✓	✓
10	<i>Ability to lead and manage an effective team, challenging and developing staff and pupils.</i>		✓	✓	
11	<i>Effective behaviour management skills; able to coach others to develop their skills in this area.</i>		✓	✓	
12	<i>Ability to lead, motivate and inspire others and to promote a positive school ethos.</i>		✓	✓	
13	<i>Ability to give constructive feedback to staff, identify targets and support teacher development.</i>		✓	✓	
14	<i>Ability to identify and implement successful inclusion strategies for all children</i>		✓	✓	✓
15	<i>Ability to plan, organise and prioritise work in order to meet deadlines.</i>		✓	✓	

<b>Knowledge and Understanding</b>					
<b>Essential</b>		<b>Desirable</b>	<i>Application</i>	<i>Interview</i>	<i>Task / Observation</i>
16	<i>Able to analyse, interpret and respond to school performance data, identifying areas for improvement.</i>		✓	✓	✓
17	<i>Excellent understanding of curriculum and pedagogical issues, including recent developments within the primary phase.</i>		✓	✓	
18	<i>Understanding of statutory and non-statutory primary frameworks.</i>		✓	✓	
19	<i>Understanding of innovative and creative strategies that enable children to make excellent progress.</i>			✓	✓
20	<i>Thorough understanding of and commitment to equality of opportunity</i>		✓	✓	
21	<i>Knowledge of safeguarding and child protection issues.</i>		✓	✓	

**Personal skills and attributes**

<b>Essential</b>		<b>Desirable</b>	<i>Application</i>	<i>Interview</i>	<i>Task / Observation</i>
22	<i>Able to demonstrate resilience, and willing to face new challenges with enthusiasm and positivity.</i>		✓	✓	✓
23	<i>Ability to work independently and on own initiative; take responsibility for own professional development.</i>		✓	✓	