

<p><b>Personal attributes required based on Job Description</b></p> <p><i>Essential requirements are those without which an applicant will not be considered for appointment.</i></p>	<p><b>Essential (E) Or Desirable (D) Criteria</b></p>
<p><b>Qualifications:</b></p> <ol style="list-style-type: none"> <li>1. Degree Level Qualification.</li> <li>2. Higher Degree Qualification (e.g. Masters Level or above).</li> <li>3. Qualified Teacher Status.</li> <li>4. National Professional Qualification for Senior Leaders/Headship.</li> <li>5. Safeguarding Level 3</li> </ol>	<p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>D</p>
<p><b>Experience:</b></p> <ol style="list-style-type: none"> <li>1. Experience of teaching within a primary setting including Key Stage 1 <b>and</b> Key Stage 2.</li> <li>2. Substantial evidence of current 'outstanding' classroom teaching.</li> <li>3. Experience in the role of Assistant Headteacher or Deputy Headteacher (or acting)</li> <li>4. Demonstrable impact as a senior leader with particular focus on curriculum design.</li> <li>5. Innovator of change across the whole school that has impacted upon attainment.</li> <li>6. Clear vision and evidence base for new technologies and their capacity to improve teaching and learning.</li> <li>7. Track record of delivering and sustaining progressive improvements in achievement through high quality teaching and learning.</li> <li>8. Experience of using whole school data to track progress and inform school improvement</li> <li>9. Experience of mentoring or coaching colleagues</li> <li>10. Experience of delivering high quality CPD</li> <li>11. Demonstrable impact of leading teams successfully.</li> <li>12. Experience in Designated Safeguarding Lead role</li> </ol>	<p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>

**Knowledge:**

- |  |   |
|--|---|
| 1. Knowledge and understanding of the National Curriculum.                             | E |
| 2. Knowledge of evidence informed practice with particular focus on curriculum design. | E |
| 3. Knowledge of the current Ofsted framework.  | E |
| 4. Understanding of national and school assessment information to raise standards.     | E |
| 5. Excellent understanding of strategies to promote excellent behaviour for learning.  | E |
| 6. Some knowledge of school finances and/or funding initiatives.                       | E |
| 7. Up to date knowledge of the principles of safeguarding.                             | E |

**Skills and Abilities:**

- |   |   |
|---|---|
| 1. Incisive and clear strategic thinker.  | E |
| 2. Resilient and calm under pressure.   | E |
| 3. Excellent communication, presentation and IT skills.   | E |
| 4. The ability to initiate and implement new strategies and procedures.   | E |
| 5. Have problem solving skills with a solution focussed approach.   | E |
| 6. Effective interpersonal skills both in working relationships with young pupils and professional relationships with a wide range of contacts.   | E |
| 7. Good organisational and time management skills.  | E |
| 8. Ability to enthusiastically lead, manage and motivate staff and students, to lead by example and to work constructively as part of a team.   | E |
| 9. Ability to combine a strategic outlook with an organised and competent approach to operational duties.   | E |
| 10. Ability to work flexibly as a member of the senior leadership team in taking on leadership tasks and responsibilities, some of which may involve unusual situations or crisis management. | E |
| 11. Ability to deal with sensitive information in a confidential manner.  | E |
| 12. Ability to provide a good role model to colleagues and young pupils.  | E |
| 13. Ability to set, expect and monitor excellent standards.   | E |

### Other Attributes

- |  |   |
|--|---|
| 1. Evidence of having undertaken recent and relevant continuous professional development and to demonstrate the impact of this in work practice. | E |
| 2. A commitment to help young pupils achieve, through education and learning.  | E |
| 3. Determination to promote equality of opportunity throughout all aspects of academy life   | E |