

Qualifications	Essential	Desirable
Educated to graduate degree level	✓	
Qualified Teacher Status	✓	
Evidence of continued professional development in a leadership role.	✓	
Whole school organisation and Strategy	Essential	Desirable
Demonstrate the ability and commitment to work collaboratively with the Headteacher in the leadership and development of the school.	✓	
Evidence leadership experience, including the ability to analyse issues, and to develop effective and creative responses.	✓	
Teaching and management of Curriculum and pupils	Essential	Desirable
Evidence extensive and successful teaching experience across a range of ages, demonstrating the skills of an outstanding classroom practitioner.	✓	
Evidence in-depth and up-to-date knowledge of the National Curriculum and sound experience of curriculum deliver, monitoring and assessment, including assessments related to public examinations and qualifications.	✓	
Evidence the ability to analyse complex curriculum issues, and to develop effective and creative responses or solutions.	✓	
Evidence the skills necessary to communicate effectively about curriculum, both within the school and the community, for example to parents.	✓	
Demonstrate regard for personal achievement for each pupil within the school community, and an understanding of different and diverse individual needs.	✓	
Evidence the ability to inspire high levels of performance in pupils.	✓	
Evidence the ability to analyse complex issues relating to pupils' attainment and progress, and to develop effective and creative responses or solutions.	✓	
Have the capability to lead others in successful school improvement and innovation	✓	
Management of staff and professional development	Essential	Desirable
Evidence experience and a proven record of achievement in a leadership role within an educational setting.	✓	
Evidence the ability to address problems and resolve conflict by applying skills of leadership, arbitration, and reconciliation, handling difficult situations effectively with subtlety and sensitivity.	✓	
Evidence the ability to lead by example, inspire high levels of performance in others, and maintain high levels of morale.	✓	
Evidence the ability to work as part of a successful team, motivating others to achieve shared goals.	✓	
Demonstrate the capacity for development and improvement, and evidence continuous professional development in a leadership role.	✓	
Management of resources	Essential	Desirable
Demonstrate a broad understanding of financial and resources management		✓
Demonstrate the ability to analyse complex issues, and to develop effective and creative responses, plans or solutions.	✓	
Demonstrate commitment to maintaining and improving the quality of the school environment.	✓	
Communication and collaboration	Essential	Desirable

Demonstrate effective communication with the Headteacher, the Governing Body, staff, pupils, parents and carers.	✓	
Demonstrate effective communication with other relevant professionals, including relevant external agencies and bodies, and organisations representing staff.	✓	
Be sensitive to the school's role within the community, and establish effective links and standing within the community.	✓	
<b>General Qualities</b>	<b>Essential</b>	<b>Desirable</b>
Be inspirational, visionary, stable and supportive.	✓	
Possess stamina, energy, drive and confidence.	✓	
Demonstrate the ability to effectively address priority issues, and to be adaptable and responsive to circumstances.	✓	
Have due regard for existing good practice, implementing any necessary change with foresight and sensitivity.	✓	
Demonstrate and promote high standards of literacy and numeracy, articulacy and the correct use of standard English, in teaching and in communication with parents/carers and the wider community.	✓	
Demonstrate the ability to gain and maintain the confidence and respect of colleagues, pupils and parents.	✓	
Be a balance decision maker with consistency of judgement and inner integrity.	✓	
An understanding of and commitment to the Haslingfield vision, aims and values	✓	
Promote inclusion and demonstrate a commitment to equal opportunities.	✓	
Appreciate the balance between the academic, social and emotional development of young people needed to create an outstanding school	✓	