

# Person specification

Education and qualifications	Essential	Desirable
Qualified Teacher Status.	✓	
Evidence of continuous professional development	✓	
Masters or National Professional Qualification		✓
Experience	Essential	Desirable
Successful leadership and management experience in a school	✓	
Advanced Skills/Leading Practitioner Status		✓
Experience of designing, leading and managing professional development programmes	✓	
Proven success as a class teacher across a variety of phases	✓	
Involvement in school self-evaluation and school improvement planning		✓
Demonstrable experience of successful line management or staff development	✓	
Experience of working in a multi-cultural school	✓	
Experience of working with children and families from a diverse range of backgrounds to secure the best possible outcomes	✓	
Evidence of major whole school responsibilities and experience of turning vision into effective and successful practice		✓
Evidence of involvement in whole school curriculum development	✓	
Effective leadership in a significant (core) curriculum area including responsibility and evidence of raising standards across the school	✓	
Knowledge and skills	Essential	Desirable
Experience of curriculum development and leading a core curriculum subject	✓	
Data analysis skills, and the ability to use data to set targets and identify weaknesses with evidence of progression in standards	✓	
Ability to develop others through the delivery of high quality CPD and effective coaching and mentoring	✓	
Knowledge and awareness of recent educational developments and the legislative framework	✓	
Understanding of high-quality teaching, and the ability to model this for others and support others to improve	✓	
Understanding of school finances and financial management		✓
Effective communication and interpersonal skills	✓	
Ability to communicate a vision and inspire others	✓	
Ability to build effective working relationships with all stakeholders	✓	
Ability to model and promote inclusive practice in all aspects of school life	✓	
Knowledge of Safeguarding / Child Protection legislation and procedures	✓	
Excellent understanding of curriculum and pedagogical issues relating to assessment for learning, including latest inspection and research findings	✓	
Knowledge of a range of assessment procedures, including formative and summative	✓	
A clear understanding of the essential qualities necessary for effective teaching and learning and the ability to put into practice	✓	
An understanding of equality of opportunity for all pupils and staff in the school	✓	
Knowledge of effective strategies to include and meet the needs of all pupils, in particular pupils with SEN and EAL	✓	

Knowledge and understanding of effective systems and strategies for positive behaviour management	✓	
Contribute effectively to the work of the headteacher and the senior leadership team	✓	
<b>Personal attributes</b>	<b>Essential</b>	<b>Desirable</b>
Commitment to the school's vision and values	✓	
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓	
Ability to work supportively within a team under pressure and prioritise effectively	✓	
Commitment to maintaining confidentiality at all times	✓	
A commitment to life-long learning	✓	
Commitment to safeguarding and equality ensuring that personal beliefs are not expressed in ways that exploit the position	✓	
Flexible in approach and willing to learn and develop new skills, and lead by example	✓	
Skill with communicating effectively with staff, parents, governors and outside agencies	✓	
High expectations for self and others and a strong commitment to raising achievement	✓	
The willingness to support the school ethos by engaging in extra-curricular activities	✓	

Note – Candidates who apply for this post will be asked to write a personal statement saying how their knowledge, understanding and experience meet the selected criteria.

**Achieving Excellence Together**