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|  | Essential | **Desirable** | **How identified** |
| **Belief (knowledge, skills and qualifications)** | Qualified Teacher Status.  Good Honours degree in a relevant discipline  Degree; PGCE or equivalent qualification. |  | Application |
| Recent and relevant CPD activities in preparation for Lead Practitioner role. |  | Application |
| Consistently good / outstanding teacher as measured by student outcomes. |  | Application / Interview/ References |
| Knowledge and understanding of strategies to improve Teaching and Learning. |  | Application /Interview/References |
| Knowledge and understanding of faculty development at Primary Level |  | Application / Interview/ References |
| Evidence of the effective use of data to improve student achievement. |  | Application / Interview/ References |
| Knowledge and understanding of strategies to safeguard students and staff. |  | Interview |
| Excellent interpersonal & presentation skills across the spectrum of stake holders. |  | Interview |
| Can demonstrate understanding of how effective self-evaluation and strategic improvement planning can increase effectiveness and raise student achievement. |  | Application/ Interview |

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|  | Essential | **Desirable** | **How identified** |
| **Leading & Developing** | Shows commitment to own and other’s professional and self-development. |  | Application / Interview/ References |
| Experience of coaching/mentoring/performance management/ supporting colleagues, which has led to improvements in performance. |  | Application / Interview/ References |
| Ability to delegate effectively and manage the performance of others. |  | Interview |
| Excellent influencing skills and the ability to engage others in new ideas. Understands aims and vision of the academy and is able to inspire, challenge and motivate others. |  | Application / Interview/ References |
|  | Essential | **Desirable** | **How identified** |
| **Teamwork** | Ability to promote and develop positive relationships within and beyond the academy. |  | Application /Interview |
| Understands the need for effective relationships with parents, carers, partners and the community which enhance and support student learning. |  | Application /Interview |
| A high level of self-awareness – knows strengths and weaknesses, and can relate to different personality types well. |  | Interview/ References |

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|  | Essential | **Desirable** | **How identified** |
| **Creative Thinking** | Has a good knowledge and understanding of the wider educational agenda. |  | Application /Interview |
| Open minded and flexible. |  | Interview |
| Excellent organisational skills with the ability to work under pressure and re-prioritise workload when needed. |  | Interview |
|  | Essential | **Desirable** | **How identified** |
| **Technical** | Excellent ICT skills for teaching and leadership. |  | Interview |
| Has knowledge and understanding of safeguarding and child protection procedures. |  | Interview |
| Effective use of ICT in management and data handling. |  | Interview |