| **AREA** | **ESSENTIAL** | **DESIRABLE** | **MEANS OF ASSESSMENT** |
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| **Relevant qualifications and experience** | 1. Qualified Teacher Status. 2. Degree. 3. Evidence of continuing and recent professional development relevant to the post | 1. Substantial primary teaching experience, in more than one key stage | * References * Documentary Evidence |
| **Knowledge and understanding** | 1. Experience of leading a curriculum subject and participating in a team approach to leadership and development 2. Strategies for raising standards. 3. Effective learning and teaching strategies. 4. Knowledge of the Primary Curriculum and current initiatives. 5. The role of the management in monitoring school effectiveness and maintaining a climate conductive to school review and evaluation. 6. Effective user of ICT. 7. Show awareness of whole school issues. 8. The ability to translate vision into practice. | 1. Developed partnerships with governors, parents, businesses and the wider community. 2. Leading and providing INSET. | * References * Interview |
| **Skills, experience and abilities** | 1. Successful experience of improving achievement / progress / outcomes for young people. 2. Prioritise, plan and organise. 3. Direct and co-ordinate the work of others. 4. Lead, support and work as part of a high-performing team. 5. Delegate tasks, monitor and evaluate outcomes. 6. Act as a role model for pupils and staff by setting high personal and professional standards. 7. Motivate and inspire pupils, staff, parents, governors and the wider community. 8. Deal sensitively with people and resolve conflicts. 9. A warm and emphatic personality with the strength to keep appropriate boundaries. 10. Experiences in Safeguarding procedures including Child Protection. | 1. Develop a coaching role to nurture outstanding practice in others. | * References * Interview * Specific Qualifications or experience |
| **Professional Ethos & Commitment** | 1. The ability to set high and clear expectations, to hold others accountable for performance and the contributions they make to the school community 2. High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child. 3. Experience of innovation and creativity in the curriculum. 4. Be a consistently outstanding classroom practitioner able to secure pupil engagement in learning. |  | * References * Interview |
| **Personal qualities** | 1. Committed to the inclusion of all children. 2. Demonstrate the ability to identify tasks, and drive projects forward to successful completion. 3. Possess excellent communication skills. 4. Able to engage a variety of audiences. 5. Ability to analyse complex issues and to think both creatively and strategically. 6. Ability to apply and adapt national initiatives in a local context. 7. Personable, approachable, whilst still inspiring respect and personal and professional credibility. 8. Ability to work under pressure whilst maintaining a positive and creative attitude. 9. To be resilient. 10. Ability to remain positive and retain your sense of humour. |  | * References * Interview |
| **Special requirements** | 1. Enhanced Disclosure and Barring Service clearance. 2. Comply with the Council’s No Smoking at work, alcohol at work and health & safety policies. |  | * Documentary Evidence |