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| **CATEGORY** | **REQUIREMENTS** |
| **1. Qualifications** | * Qualified teacher status * Honours degree or equivalent * Evidence of continuous professional development relating to school leadership and management and curriculum/teaching and learning |
| **2. Experience** | * Previous Headship, Head of School or Deputy Headship Leadership experience * Successful experience of leading one or more subject areas * Substantial, successful teaching experience across at least two key stages |
| **3. Professional Development** | * Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning * Experience of leading the professional development of others |
| **4. Strategic Leadership** | * Ability to articulate and share a vision of primary education * Evidence of having successfully translated vision into reality at whole- school level * Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement * Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these * Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils * Understanding of and commitment to promoting and safeguarding the welfare of pupils * Experience of, and commitment to, developing links with other schools |
| **5. Teaching and Learning** | * Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils from EYFS to KS2 * A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning in all three Key Stages in the Primary School * Experience of effective monitoring and evaluation of teaching and learningand the ability to devise and implement subsequent improvement plans * Secure knowledge of statutory requirements relating to the curriculum and assessment * Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management * Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management |
| **6. Leading and Managing Staff** | * Successful experience of working in and leading staff teams * Ability to successfully delegate work and support colleagues in undertaking responsibilities * Successful experience of performance management and supporting the continuing professional development of colleagues * Successful experience of working with governors to enable them to fulfil whole-school responsibilities * Successful experience of effective budget planning and resource deployment * Understanding successfully of how financial and resource management enable a school to achieve its educational priorities |
| **7. Accountability** | * Ability to communicate effectively, orally and in writing to a range of audiences - e.g. staff, pupils, parents, governors and community * Experience of effective whole-school self-evaluation and successful improvement strategies * Ability to provide clear information and advice to staff and governors * Secure understanding of strategies for performance management * Experience of offering challenge and support to improve performance |
| **8. Skills, Qualities & Abilities** | * High quality teaching skills * High expectations of pupils' learning and attainment * Strong commitment to school improvement and raising achievement for all * Ability to build and maintain good relationships * Ability to remain positive and enthusiastic when working under pressure * Ability to organise work, prioritise tasks, make decisions and manage time effectively * Empathy with children * Good communication skills * An ability to foster a culture of respect and openness * Good interpersonal skills * Stamina and resilience * Confidence * An excellent record of health and attendance * Ability and belief in developing the whole child |
| **9. References** | * Any offer of employment is conditiona,l subject to two satisfactory references, (one of which must be your existing line manager or last employer), and medical clearance |
| **10. Additional Information** | * This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS) |
| *This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment* | |