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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
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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)
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| *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*  |