



Ref	Criteria	Essential/ Desirable	App	Ref	Interview
Qualifications and Training		Shortlisting			
1	Has qualified teacher status (QTS)	E	X		
2	Has a qualification relevant to headship, leadership and management.	D	X		
Professional Experience and Knowledge					
3	Has a successful track record of leading a school through an Ofsted inspection.	D	X	X	X
4	Significant Experience in leadership in a variety of school contexts (types and key stages).	E	X	X	X
5	In depth knowledge and understanding of the wider educational agenda including current national policies, statutory requirements and issues.	E	X	X	X
6	Evidence of successfully leading large teams of professionals.	E	X	X	X
7	Ability to support, guide and advise the governing body so that it can fulfil its role and responsibilities successfully.	E	X	X	X
8	Evidence of close collaboration with a range of other professionals.	E	X	X	X
Personal Aptitudes, Qualities and Skills					
9	The ability to think and plan strategically to promote the school's vision, ethos and values.	E	X	X	X
10	Is well organised, able to plan, prioritise and delegate effectively ensuring that all deadlines are adhered to.	E	X	X	X
11	Excellent oral, written and IT skills.	E	X	X	X
12	Has the ability to tackle difficult situations and make difficult decisions with sensitivity.	E	X	X	X
Shaping the Future					
13	The ability to inspire, challenge, motivate and empower others to carry forward a shared vision for school improvement.	E	X	X	X
14	Successful experience of implementing change.	E	X	X	X
15	The ability to translate a vision into a school plan with ambitious and challenging goals and implementing it successfully.	E	X	X	X
16	Enthusiastically embracing change and innovation and promoting new technologies.	E	X	X	X
Leading Teaching and Learning					
17	Able to monitor and evaluate performance in order to raise standards.	E	X	X	X
18	Successful use of data to raise achievement of pupils and improve teacher effectiveness.	E	X	X	X
19	Knowledge and understanding of whole school curriculum to promote learning for pupils with complex needs.	E	X	X	X
20	Ability to promote and maintain an environment that promotes positive behaviour.	E	X	X	X
21	Proven track record in tracking and monitoring pupil progress using pupil data to drive school improvement.	E	X	X	X
Developing and Working with Others					



22	Proven success in promoting equality, respecting diversity and challenging stereotypes so as to promote the rights of young people.	E	X	X	X
23	Fully appreciates the importance of a work life balance.	E	X	X	X
24	Experiences of networking with other schools and agencies.	E	X	X	X
25	Evidence or experience of succession planning and commitment to Continuing Professional Development for all staff.	E	X	X	
Leading and Managing the organisation					
26	Evidence of successful leadership of whole school initiatives leading to improved provision and outcomes.	E	X	X	X
27	Ability to consult and negotiate effectively with different stakeholders involved with the school including the Local Authority.	E	X	X	X
28	Evidence of highly developed skills in performance management, recognising high performance and tackling underperformance through resolution.	E	X	X	
29	Experience and understanding of the recruitments process to ensure the appointment and retention of the highest quality staff, including all safer recruitment and safeguarding procedures.	E	X	X	
30	A good understanding of the latest school inspection framework and the ability to prepare staff.	E	X	X	X
31	Establish and sustain appropriate structures and systems, adapting to changing requirements and resources including managing finance and resources effectively to maximise their use and value.	E	X	X	X
32	Understanding legislation and implementation with regard to Safeguarding, such that the school meets its statutory requirements and is a safe environment for learning, and promoting the well-being of staff and students.	E	X	X	X
Securing Accountability					
33	Proven successful experience of school self-evaluation and accountability and the school improvement process.	E	X	X	X
34	Successful experience of strategic financial and resource management, ensuring efficiency, value for money. Evidence of collaboration with LA and school finance teams.	E	X	X	X
35	Understanding legislation with regard to Health and Safety, such that the school meets its statutory requirements and is a safe environment for learning, and promoting the well-being of staff and students.	E	X	X	X
Strengthening Community					
36	Has an empathy with parents/ carers of pupils with complex needs including, severe and profound learning difficulties.	E	X	X	X
37	Evidence of creating new partnerships within the wider community to further enhance pupils understanding of the wider world.	E	X	X	X
38	Able to reflect and act on community feedback.	E	X	X	X