

	Essential	Desirable	How Identified
<b>Qualifications and Professional Development</b>	QTS  Evidence of continuing professional development relating to school leadership.	Aspiration to continue life long learning.	A L
<b>Experience</b>	Leadership Experience within an educational setting  A sound knowledge of paperwork, policies and legal requirements	Successful leadership experience to at least Deputy Head Level.  Successful teaching within the Primary Curriculum  Evidence of involvement in effective school improvement planning.	A L
<b>Specific Abilities</b>	Financial Acumen  Creative Thinker  To motivate and inspire.  Strategic Thinkers  Good operational manager		A L
<b>Leading Teaching and Learning</b>	Successful experience of monitoring and evaluating to improve the quality of teaching and learning.  Have the skills to analyse pupil data on attainment and progress to raise standards.  To understand the principles of effective teaching and learning.	The ability to create a clear educational vision and direction.  Knowledge and understanding of national education policy and legislation.  A desire to work in collaboration with other schools.	A L

	Essential	Desirable	How Identified
<b>Leading and managing others</b>	<p>Ability to work in partnership with colleagues and governors.</p> <p>Create, engage and enhance effective working relationships with staff.</p> <p>A motivational and empathetic leader</p> <p>A willingness to accept accountability.</p>	<p>The ability to manage and support staff when there is cause for concern.</p> <p>An understanding and experience of performance management procedures.</p> <p>An experience of working with governors.</p>	A L
<b>Managing Resources</b>	<p>A good understanding of managing a school budget.</p> <p>The ability to manage resources creatively to ensure value for money.</p>	<p>Manage available resources and allocate them to support effective teaching and learning,</p> <p>Experience of managing a school budget.</p>	A L
<b>Personal Skills and Qualities</b>	<p>Professional Transparency</p> <p>Lead, manage and be part of an established team</p> <p>Effective communicator</p> <p>Be a positive figurehead for the school.</p> <p>To remain positive and enthusiastic, especially when under pressure.</p> <p>To set high expectation of self and others.</p>		A L I

	Essential	Desirable	How Identified
<b>Safeguarding Children</b>	<p>Knowledge, understanding, experience of and commitment to child protection, safer recruitment and safe guarding policies and procedures.</p> <p>Ability to form and maintain appropriate relationships and personal boundaries with pupils.</p> <p>Willingness to undertake a Disclosure and Baring Service check. Please note a conviction may not exclude candidates from employment but will be considered as part of a selection process.</p> <p>Fully supportive references.</p>		<p>A</p> <p>L</p>