

Selection Criteria		Essential	Desirable	How Assessed
	<b>Person Specification</b>			
<b>A</b>	<b>Education/Qualifications &amp; Professional Development</b>			
1	Qualified Teacher	✓		A
2	Good Honours Degree or equivalent qualification	✓		A
3	Evidence of further leadership training		✓	A
4	Evidence of on- going professional development	✓		A I
5	SEN training		✓	A I
<b>B</b>	<b>Professional Qualities, Knowledge and Experience</b>			
6	Integrity, flexibility, humour and a sense of perspective and proportion	✓		I R
7	Ability to articulate the key values of the School	✓		I
8	Ability to work with a range of stakeholders	✓		A I
9	Knowledge and understanding of the independent School Standards	✓		A I
10	Knowledge and understanding of the key legal issues relating to the leadership of a school, eg, Health and Safety, Equal Opportunities, Disability	✓		A I
11	Knowledge of the statutory requirements of Safeguarding, Prevent, Safer Recruitment and Child Protection	✓		A I
12	Recent successful leadership in a Senior or Junior School. This can be at any level.	✓		A I R
13	Evidence of application of strategies to review and evaluate the work of the School	✓		A I
14	Skilled in the use of a range of robust data sources to monitor and track individual and whole school performance and their effective use in raising standards and addressing weaknesses to further School improvement and outcomes for pupils	✓		A I
15	Knowledge and experience of the EHCP process		✓	A I
16	Experience of managing Change		✓	A I
17	Resilience	✓		I R
<b>C</b>	<b>Pupils and Staff</b>			
18	Ability to relate empathetically to pupils, staff and parents	✓		A I R
19	Successful experience of curriculum development to maximise pupil achievement at all levels and ability to provide a personalised curriculum based on an	✓		A I R

	excellent understanding of individual need, teaching strategies, and the core features of successful classroom practice.			
20	Appreciation of a work / life balance for staff and a desire to support staff in their continuing professional development	✓		I R
21	Experience in promoting and developing extra-curricular activities in order to support pupils' social development and raising of self-esteem	✓		A I
22	Leadership in staff recruitment, appointment and induction		✓	A I
23	A total commitment to inclusivity and Equal Opportunities	✓		A I R
<b>D Accountability</b>				
24	Experience and evidence of appraisal of all staff	✓		A
25	Understanding of the independent School Standards		✓	A I
26	Ability to work closely with the Proprietors and the Advisory Board	✓		A I R
<b>E Personal Qualities and Professional Attributes</b>				
27	Flexibility, creativity and empathy for young people	✓		I R
28	A positive role model with high personal integrity and ability to inspire, challenge, motivate both pupils and staff	✓		I R
29	An effective communicator with excellent written and oral skills able to build rapport within and beyond the School	✓		A I R
30	Demonstrate capacity to work with energy, vigour and resilience to achieve the aims and goals of the School.	✓		I R
31	Approachable, inspiring trust and confidence across the School with pupils, staff, parents and other stakeholders	✓		I R
32	Ability to market the School and network in the local community	✓		A I R
33	Willingness to innovate and to 'think outside the box'.	✓		A I R

**A = Application form / Supporting letter**

**I = Interview**

**R = References**