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| Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the requirements of the post. **Candidates MUST meet the essential criteria.** Candidates who fail to meet any of the essential criteria will automatically be excluded at any stage of the process.  The appointing panel will use a combination of assessment tools to determine a candidate’s suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered in the interview process and references. |

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| **Evidence Key** | |
| **Application Form & Supporting Letter** | **A** |
| **Selection Process** | **S** |

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| **Professional Qualifications and Experience** | | |
| **Criteria** | **Essential (E)**  **Desirable (D)** | **Suggested Evidence** |
| Good Honours Degree | E | A |
| Leadership experience within an educational setting | D | A |
| Evidence of further training/ CPD for middle leadership | D | A |
| Qualified Teacher Status (QTS) | E | A |
| Commitment to accredited school leadership and management training/career development | D | A |
| Current safeguarding training | E | A |
| Ability to demonstrate commitment to safeguarding and promoting the welfare of children | E | A or S |

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| **Qualities & Knowledge** | | |
| **Criteria** | **Essential (E)**  **Desirable (D)** | **Suggested Evidence** |
| Exhibits current knowledge and understanding of educational policy and developments in subject area | E | S |
| Demonstrates a commitment to Continuous Professional Development | E | A |
| Can evidence strategic leadership | E | A or S |
| Can develop a culture of sharing best practice | E | A or S |
| Has a proven track record as an excellent teacher with ambitious standards | E | A or S |
| Has a proven track record of securing appropriate outcomes for pupils in line with their starting points | E | A or S |
| Promotes equality and inclusive practices | E | A or S |
| Demonstrates analytical understanding and uses data effectively | E | A or S |
| Is committed to safeguarding pupils | E | A or S |
| Effective team work with the school, Trust and with external partners | E | A or S |
| Inspires and influences others | E | A or S |

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| **Personal Qualities& Attributes** | | |
| **Criteria** | **Essential (E)**  **Desirable (D)** | **Suggested Evidence** |
| Resilient | E | A or S |
| Demonstrates honesty and integrity | E | A or S |
| Self-motivated, enthusiastic and energetic | E | S |
| Excellent communication and interpersonal skills | E | A or S |
| Effective working relationships | E | A or S |
| Excellent organisational skills | E | A or S |
| Prioritises, meets deadlines and performs effectively under pressure | E | A or S |
| Demonstrates initiative and problem-solving skills | E | A or S |
| Flexible and adaptable to change | E | A |
| Excellent Attendance & Punctuality Record | E | A |

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. All staff are subject to an enhanced DBS check.