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| *The Shire MAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. This post involves working with children and therefore if successful you will be required to apply for a disclosure of criminal records at an enhanced level. The Shire MAT is an equal opportunities employer.* When filling in the application form please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the *Essential and Desirable* criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act, we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. Under the DDA we are committed to making reasonable adjustments, wherever possible, and it would help us to know your needs in order to do this. |

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| **SANDHILL PRIMARY SCHOOL** | **Headteacher** | **Leadership Scale**  **L15- L21** |

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| **Category** | **Essential** | **Desirable** | **How Identified** |  |
| Qualifications | * Qualified Teacher Status | * Evidence of further professional development/qualification in school leadership and management * NPQML/NPQH/SLE | Application Form |  |
| Experience | * Successful and wide ranging experience as a member of a leadership team * 3 years middle/senior leadership experience * Successful experience of planning and implementing school improvement strategies with a specific focus of raising achievement * Evidence of raising standards | * Experience of working across the 3-11 age range * Experience of working in challenging/deprived communities * Experience of working externally across schools supporting assessment and school improvement | Application form  Selection process  Letter of application  References |  |
| Knowledge and Key Skills | * Leadership and management skills * Involvement as a team leader in performance management * Aspects of school improvement relating to national curriculum, assessment, target setting, pupil premium, SEND and school evaluation * Proven track record as an effective teacher * Knowledge of current education legislation and developments * Knowledge of Safeguarding requirements and the Prevent agenda | * Relevant experience of personnel issues * Involvement in writing, monitoring and evaluation of school improvement plans * Evidence of working with Governing Bodies * Knowledge and experience of Ofsted Inspection at a senior level * Knowledge of the Academies agenda and processes | Application form  Selection process  Letter of application  References |  |
| Personal Qualities | * The strength to challenge underachievement and inappropriate behaviour * Positive leadership and motivational qualities * Ability to relate to people * Ability to set targets, meet deadlines and work under pressure * Good communication skills | * Adaptable and versatile approach to problem solving | Application form  Selection process  Letter of application  References |  |
| Interests and motivation for the job | * Ability to develop and maintain good community relations | * A good commitment to a creative, broad and balanced curriculum including out of hours activities which will develop the skills and interests of pupils | Application form  Selection process  Application form  Selection process |  |
| Commitment | * Commitment to work collaboratively with the Trust, parents and community * Commitment to raising standards | * Commitment to multi-agency working and networking | Application  Selection Process |  |