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| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| **QUALIFICATION CRITERIA** | * Desire and experience of working with young people in some | * Experience of working within a secondary school setting |  |
| **RELEVANT EXPERIENCE** | * Experience and understanding of how to improve and sustain an effective behaviour policy and/or teaching and learning in a challenging school * Experience of having worked to support the significant success of others. * Experience of implementing behaviour management strategies consistently and effectively. |  | Application form and interview |
| **BEHAVIOURS** | **Leadership**   * Excellent team worker/collaborative style of leadership * Understands their own contribution to the school as a whole and their year groups * Management style that encourages participation, innovation and confidence. * Strong organisational skills and ability to delegate * Resilience and motivation to support teachers through day-to-day challenges * Strong interpersonal, written and oral communication skills * Genuine passion and a belief in the potential of every student * Motivation to continually improve standards and achieve excellence * Commitment to the safeguarding and welfare of all pupils.   **Vision and Strategy**   * Vision aligned with the school's high aspirations and high expectations of self and others * Clear understanding of the strategies to establish consistently high standards of behaviour in a school and commitment to relentlessly instilling these strategies * Use of data to inform and diagnose weaknesses that need addressing. |  | Application form and interview |
|  | **Leading External Relationships**   * Can **skillfully** manage and maintain effective working relationships with parents and other stakeholders. |  | Application form and interview |
| **ANY ADDITIONAL** **FACTORS** | * Commitment to equality of opportunity and the safeguarding and welfare of all pupils * Willingness to undertake training * This post is subject to an enhanced Disclosure and Barring Service check. |  | Application form and interview |

***Werneth School is committed to safeguarding and promoting the welfare of children and young people.***

***In order to meet this responsibility, we follow a rigorous selection process.***

***All successful external candidates will be subject to an enhanced Disclosure and Barring Service check.***