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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.***