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**Please note that Candidates will only be shortlisted if they have demonstrated that they can meet all the essential criteria**

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|  | Essential | Desirable | Tested by |
| Professional Qualifications | * Qualified teacher with Qualified Teacher status * A good honours degree * Evidence of continuing professional development relating to school leadership and curriculum development * Enhanced DBS * NPQH or equivalent |  | Application/document inspection |
| Relevant experience | *We are looking for you to evidence-*   * Successful recent strategic leadership as a Principal/Headteacher or Vice Principal/Deputy Headteacher * An understanding of, and commitment to, promoting and safeguarding the welfare of pupils | Senior leadership in more than one school | Application and supporting letter/interviews |
| Personal Qualities and Knowledge | *We are looking for you to evidence how you:*  Hold and articulate clear values and moral purpose, demonstrating optimistic personal behaviour, positive relationships and attitudes towards your pupils and staff, and towards parents, governors and members of the local community.  Lead by example with integrity, creativity, resilience, and clarity - drawing on your own scholarship, experience, expertise and skills, and that of those around you.  Communicate compellingly your school’s vision and how you have driven the strategic leadership, empowering all pupils, teaching staff and support staff to excel. |  | Supporting letter/interview |
| Pupils and staff | *We are looking for you to evidence how you:*  Demand ambitious standards for all pupils, building their resilience, overcoming disadvantage and advancing equality to develop enquiring young adults.  Establish an educational culture of ‘open classrooms’ as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis which leads to rich curriculum opportunities and outcomes.  Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other whilst instilling a strong sense of accountability in staff for the impact of their work on pupils’ outcomes. |  | Supporting letter/interview |
| Systems and process | *We are looking for you to evidence how you:*  Exercise strategic, curriculum-led and budget conscious financial planning to ensure the equitable deployment of resources, in the best interests of pupils’ achievements and the school’s sustainability.  Welcome strong governance and actively support the governing board to and perform its role and deliver its functions effectively.  Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the community. |  | Supporting letter/interview |
| The self-improving school system | *We are looking for you to evidence how you*:  Model innovative approaches to school improvement, inspiring and influencing others whilst building partnerships with stakeholders and external agencies  Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff whilst holding staff to account for their professional conduct and practice.  Develop effective relationships with fellow professionals and colleagues in other educational and community services to improve academic and social outcomes for all pupils. |  | Supporting letter/interview |