

Professional Qualifications	Essential	Desirable
Qualified teacher status	✓	
Hold the National Award for SEN Co-ordination	✓	
Evidence of recent professional development relative to the post	✓	
Teaching and Learning		
At least five years teaching experience	✓	
Take a leading role in the achievement of all pupils	✓	
Solid understanding of how children learn	✓	
Enthusiasm for teaching and learning	✓	
An outstanding classroom practitioner with a track record of good and outstanding teaching	✓	
Ability to plan, teach and assess effectively and to a high standard	✓	
Effective strategies for SEN, PP and EAL Pupils	✓	
Thorough understanding of and commitment to inclusive education	✓	
Excellent understanding of assessment and how to use it to maximise pupil progress	✓	
Effective behaviour management skills	✓	
Experience of improving the quality of teaching of others	✓	
Experience of coordinating and developing a curriculum area and raising standards	✓	
Experience of using and selecting ICT to enhance teaching and learning	✓	
Experience of supporting the leadership team to monitor, evaluate and improve teaching and learning across a school		✓
Has experience of using research evidence to inform teaching and learning		✓
Successful teaching experience across the Primary Phase		✓
Strategic Development		
Experience of leadership and management in a primary school	✓	
Able to communicate a strong clear vision for high quality primary education which maximises the potential of the school		✓
Have working knowledge of the SEN Code of Practice	✓	
Knowledge of current educational issues	✓	
Understanding of national strategies	✓	
Able to articulate ways of building, communicating and implementing a shared vision	✓	
Evidence of leading change which has impacted on pupil progress	✓	
Involvement in school improvement planning	✓	
Working with others		
Be an excellent role model, set high standards and model good professional relationships	✓	
Ability to lead, motivate and influence others effectively	✓	
Understands the importance of working in co-operation and partnership with colleagues	✓	
Effective communication and interpersonal skills	✓	
Approachable, accessible and flexible	✓	
High expectations and standards of self and others	✓	
Experience of giving effective feedback and supporting colleagues to improve performance		✓
Experience of managing difficult situations and conflicts		✓
Management Ability		
High level of organisational skills and an ability to take on new initiatives	✓	
Ability to anticipate and solve problems	✓	
Ability to establish and sustain appropriate management structures	✓	
Instigate and monitor use of risk assessments for identified pupils	✓	
The ability to create a stimulating and attractive environment that supports learning -inside and out	✓	
Experience of developing, implementing, monitoring and evaluating school policies	✓	

To manage support staff working with individual children on a daily basis	✓	
The ability to manage the Appraisal process	✓	
The ability to set targets and complete tasks to meet deadlines	✓	
Able to prioritise, plan and organise own workload and that of others	✓	
Manage change effectively	✓	
Organise and lead Continuing Professional Development	✓	
Managing resources and given budgets effectively		✓
Ability to use ICT as a management tool and to communicate effectively		✓
To ensure the school website reflects the vision of the school through the work they do		✓
Working Partnerships		
Commitment to parent and community partnerships	✓	
Employment of a range of strategies to encourage parents to support their children's learning	✓	
Able to listen to, reflect and act on feedback from stakeholders as appropriate	✓	
Commitment to the wider curriculum beyond school and the opportunities it provides for pupils and the school community	✓	
Personal Skills Attributes		
Possesses a genuine empathy with children	✓	
Demonstrates enthusiasm, commitment, resilience and energy with the ability to motivate and inspire others	✓	
Able to communicate effectively and concisely	✓	
A good listener, capable of making reasoned and considered judgements	✓	
Approachable, and possessing integrity	✓	
Inspires confidence and trust	✓	
Possesses a genuine empathy with children	✓	
Accountability		
Understands the role of the governing body and can describe how the Assistant Head Teacher will assist governors in carrying out their responsibilities effectively		✓
Has a good understanding of the need to be accountable to parents for the education of their child and can demonstrate a knowledge of strategies that would enable parents to be involved in the life of the school	✓	
Has previous experience of challenging and supporting others in order to achieve specific targets		✓
Can articulate an understanding of individual, team and whole school accountability for pupil learning outcomes	✓	
Has a comprehensive understanding of school data and how it can be used to benchmark a school's performance and for target setting	✓	
Experience of reporting attainment and progress to a range of audiences		✓