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|  | **Essential** | **Desirable** | **Assessed by** |
| **Skills and Abilities** |  |  |  |
| The ability to lead and manage the school team effectively and efficiently and work with other professionals and agencies | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Interview |
| Excellent communication skills: oral, written and presentational | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| The ability to deliver well planned, organised and innovative lessons | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Interview |
| Proficiency in the use of ICT and the software programmes used in schools |  | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png | Application |
| The ability to lead, model and manage positive behaviour, good order and assertive discipline in the school. | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| The ability to manage school information and data for recording, monitoring, evaluation and reporting | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| Displays commitment to the protection and safeguarding of children and young people | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| Ability to consistently model good/outstanding teaching across the curriculum and key stages | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| **Knowledge** | | | |
| Relevant subject and/or curriculum expertise | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application |
| How to lead curriculum development and manage innovation and change | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| Know how to use information and data to set targets, raise attainment and achievement | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Interview |
| How children and young people learn, develop and progress through life stages and events | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| How ICT can be used effectively to motivate children to learn | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application |
| How to plan, deliver, monitor and evaluate lessons and learning as part of the school curriculum | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| How to manage health and safety policy and promote and safeguard pupil welfare | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| How to manage equalities and inclusion policies and how these are implemented in schools | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| Has up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people. | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| Range of strategies to accelerate pupil progress | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Interview |
| **Qualifications and Experience** | | | |
| Qualified Teacher Status | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Evidence of qualification |
| Successful teaching experience including middle/senior leadership position(s) or a successful Fast Track progression route | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application |
| Significant senior leadership experience |  | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png | Application |
| Post threshold teacher status |  | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png | Application |
| Evidence of relevant continuing professional development, including for example Future Leaders, NPQSL, NPQH |  | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png | Application |

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| Experience of teaching in more than one school |  | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png | Application |
| Experience of teaching across the primary age range |  | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png | Application |
| Experience of mentoring staff | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png | Application |
| Experience of coaching staff |  | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png | Application |
| **Personal Qualities** | | | |
| Thrive on challenge, showing emotional resilience and perseverance | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Interview |
| Enjoy creative thinking and problem solving - keen to ‘think outside the box’ | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Interview |
| Passionate about job and committed to ensuring that all pupils get the best possible education | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| Person-centred and solution focused | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| Work well independently and in a team | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| High expectations of self and others | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| Flexible, embracing change | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application |
| Positive, forward thinking | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| Committed to own continual professional development | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| Reflective practitioner who adapts approach as necessary to achieve desired outcome | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application & Interview |
| Confidence to challenge others appropriately | C:\Users\brian\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\Y827IV0V\Check_mark_23x20_02.svg[1].png |  | Application |