This table lists the essential and desirable requirements needed in order to perform the job effectively.

Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done.

Desirable: Requirements that would enable the candidate to perform the job well.

Evidence: **A** = Application Form, **I** = Interview, **R** = Reference.

	Essential	Desirable	Evidence
Qualifications and Professional Development			
Qualified teacher status	X		A
Evidence of continuing professional development relating to school leadership and management, and curriculum / teaching and learning	X		A/I
Ability to identify own learning needs and to support others in identifying others in identifying their learning needs	X		A
Postgraduate level qualification		X	A
Leadership pathways certification		X	A
Experience of working with other schools / organisations / agencies		X	A
Experience of leading / coordinating professional development opportunities		X	A
Experience			
Substantial, successful teaching experience at Good/Outstanding grade	X		A
Experience of working within a challenging context	X		A
Proven success of the implementation of teaching and learning strategies	X		A
Successful experience of leading one or more subject areas		X	A
At least 3 years successful teaching experience in the primary or Junior age range. Successful experience in a leadership and management role		X	A

Curriculum leadership in one or more core subjects		X	A
Experience of teaching in more than one school		X	A
Experience as a Senior Leader		X	A
Teaching experience in at least 2 of the 3 key stages		X	A
Strategic Leadership			
Ability to articulate and share a vision of primary education within the context of the school's mission statement	X		I
Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school	X		I
Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these	X		I
Knowledge of what constitutes quality in teaching and learning, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils	X		A/R/I
Understanding of and commitment to promoting and safeguarding the welfare of pupils	X		A/I
Knowledge of the role of the governing body		X	A/I
Evidence of having successfully translated vision into reality at whole school level		X	A/I
Evidence of successful strategies for planning, implementing, monitoring and evaluation school improvement		X	A/I
Teaching and Learning			
A secure understanding of the requirements of the National Curriculum	X		A/I
Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils	X		A/I
A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning	X		A/I
Secure knowledge of statutory requirements relating to the curriculum and assessment	X		A/I

Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management	X		A/I
Understanding of successful teaching and learning across the entire curriculum across all key stages		X	A/I
Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management		X	A/I
Whole school curriculum leadership		X	A/I
Promoting SMSC of pupils across the curriculum		X	A/I
Experience of effective monitoring and evaluation of teaching and learning		X	A

Teaching and Learning

Experience of working in / or leading effective staff teams	X		A/R
Ability to delegate work and support colleagues in undertaking responsibilities	X		A/R
Understanding of effective resource deployment	X		A/R
Experience of working with governors to enable them to fulfil whole school responsibilities		X	A/R
Successful involvement in staff recruitment, appointment/induction		X	A/R
Understanding of how financial and resource management enable a school to achieve its educational priorities		X	A/R
Experience of performance management and supporting the professional development of colleagues		X	A/R

Teaching and Learning

Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors	X		A/I
Ability to provide clear information and advice to staff and governors	X		A
Experience of presenting reports to governors		X	A

Understanding the criteria for the evaluation of finance and budgets		X	A
Leading sessions to inform parents		X	A
Experience of offering challenge and support to improve performance		X	A
Experience of effective whole school self-evaluation and improvement strategies		X	A
Skills, Quality and Abilities			
A willingness to promote the ethos of the school	X		A
Commitment to the School's Equal Opportunities Policy and Acceptance	X		A
High quality teaching skills	X		A
Strong commitment to the mission statement	X		A
High expectations of pupils' learning and attainment	X		A
Strong commitment to school improvement and raising achievement for all	X		A
Ability to build and maintain good relationships	X		A
Ability to remain positive and enthusiastic when working under pressure	X		A/I
Ability to organise work, prioritise tasks, make decisions and manage time effectively	X		A/I
Empathy with children	X		A/I
Good communication skills	X		A/I
Good interpersonal skills	X		A/I
Stamina and resilience	X		A
Effective ICT skills	X		A