

Personal attributes based on Job Description:	Essential or Desirable:
<b>Qualifications and Experience</b> – assessed through application/interview/references	
<ul style="list-style-type: none"> <li>▪ A good degree and strong academic background</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Qualified Teacher Status</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Significant further education and/or professional development relevant to Senior Leadership</li> </ul>	Desirable
<ul style="list-style-type: none"> <li>▪ Demonstrable track record of delivering excellent academic outcomes well beyond your own Classroom</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Evidence of successful middle leadership experience e.g. leadership of a good-sized department or Faculty, Head of Year, whole school lead of a curriculum area, etc.</li> </ul>	Desirable
<ul style="list-style-type: none"> <li>▪ Evidence of direct, personal impact in delivering excellent academic outcomes as a senior leader</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Demonstrable personal impact in improving the quality of teaching and learning of individuals and Teams</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Experience of successful senior leadership in at least one school</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Experience of working in more than one school</li> </ul>	Desirable
<ul style="list-style-type: none"> <li>▪ Experience of going through at least one successful Ofsted inspection as a senior leader</li> </ul>	Desirable
<ul style="list-style-type: none"> <li>▪ Successful experience of contributing to the leadership of pastoral welfare and development</li> </ul>	Desirable
<b>Skills and Abilities</b> – assessed through application/interview/references	
<ul style="list-style-type: none"> <li>▪ Secure track record of impact as an excellent classroom practitioner</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Excellent written and oral communication and good ICT skills</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Excellent understanding of how to use systems (including data systems) and structures to monitor students' progress and raise standards across year groups and a key stage</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Ability to sensitively and positively manage difficult situations including conflict with staff, parents and Students</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Ability to think and operate strategically, at a whole-school level</li> </ul>	Essential
<b>Professional Knowledge and Understanding</b> – assessed through application/interview/references	
<ul style="list-style-type: none"> <li>▪ Excellent understanding of the most effective pedagogical strategies for maximising pupil progress, including an awareness and understanding of the latest research in this area</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Excellent knowledge and understanding of the latest policy developments in education and the likely implications of these for schools in the short, medium and long-term</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Excellent understanding of the theory and practice behind developing an appropriately rigorous, challenging and inspiring curriculum at both departmental and whole-school level</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Knowledge and understanding of the statutory requirements of legislation concerning equal opportunities, disability, health and safety and safeguarding</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Sound understanding of child protection procedures and safeguarding</li> </ul>	Essential
<b>Personal Qualities</b> – assessed through application/interview/references	
<ul style="list-style-type: none"> <li>▪ A genuine respect for, and motivation for working with, young people, a commitment to inclusive education and a willingness to respond to the needs of all</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ A total commitment to continually improving the quality of education for all students and the drive, determination, resilience and capacity for sustained hard work necessary to make this happen</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ The ability to lead, motivate and inspire and to build warm and effective professional relationships with staff, students and parents</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Excellent organisational skills</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Reliability, professionalism and integrity</li> </ul>	Essential
<b>Other requirements</b> – assessed through application/interview/references	
<ul style="list-style-type: none"> <li>▪ Enhanced DBS Disclosure</li> </ul>	Essential
<ul style="list-style-type: none"> <li>▪ Flexibility with working hours to cover extra-curricular activities outside of school hours including, for example, open evenings, musical productions and sporting events</li> </ul>	Essential