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| **ATTRIBUTE** | **ESSENTIAL** | **DESIBRABLE** |
| ***TRAINING AND QUALIFICATIONS*** |  |  |
| * Qualified Teacher Status. * Degree or evidence of professional qualification in education. * Higher Degree, or evidence of further study. * Post-entry Curriculum or Management Qualification. * Recent participation in a range of relevant in-service training. | E  E  E | D  D |
| ***EXPERIENCE OF TEACHING AND SCHOOL MANAGEMENT***   * Leadership experience as a Head Teacher or at Deputy Head level (minimum 3 years). * Proven leadership and management skills. * Minimum 5 years experience in a school for children of primary age and knowledge of how primary schools operate. * Experience of teaching in a school with socio-economic challenge. * To have effectively managed change, for example introduced a new initiative or procedure, developed a strategy which impacted significantly upon children's learning. * To have had involvement with preparing and monitoring budgets. * To have had involvement with school improvement-planning process, (particularly monitoring and evaluating the effectiveness of actions), through school self-evaluation process, Ofsted inspection and Child Protection and Safeguarding issues. | E  E  E  E  E  E | D |
| ***PROFESSIONAL KNOWLEDGE AND UNDERSTANDING***  Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the specific phase:   * Pupils' educational development, and strong awareness of Safeguarding. * School leadership and management. * Curriculum and assessment, including subjects and cross- curricular aspects. * Effective teaching and learning strategies. * School improvement strategies and processes. * Local and national policies, priorities and statutory frameworks. * Role of Governing Body and experience of working within same. | E  E  E  E  E  E  E |  |
| ***PERSONAL SKILLS AND ABILITIES***  Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post.   * Ability to motivate and enthuse all members of the school community. * Excellent communicator. * Effective interpersonal skills. * Strong computing skills. | E  E  E  E |  |