

<b>FACTORS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS AND SKILLS</b> <ul style="list-style-type: none"> <li>• Relevant degree</li> <li>• Master’s degree</li> <li>• Evidence of further effective professional development.</li> </ul>	<p>Essential</p> <p>Essential</p>	Desirable
<b>SPECIAL KNOWLEDGE, ABILITIES AND/OR EXPERIENCE</b> <ul style="list-style-type: none"> <li>• Substantial and successful teaching experience across the Primary age range</li> <li>• Outstanding teacher</li> <li>• Demonstrable experience and practical application of the primary curriculum, planning, assessment and how to make the curriculum accessible to pupils at risk of underachievement</li> <li>• Successful experience of raising standards of achievement involving a significant part of the school community.</li> <li>• Evidence of experience of planning and leading involvement in School Improvement Planning.</li> <li>• Excellent behaviour management skills and an ability to lead and communicate these to others.</li> <li>• The ability to support the school in the identification of improvement issues through data analysis and evaluation to raise attainment</li> <li>• Experience of managing and leading a team of adults</li> <li>• The monitoring and evaluation process of teaching and learning</li> <li>• Statutory testing and access arrangements</li> <li>• Working effectively with staff, parents, pupils, governing body, outside agencies and the wider community.</li> <li>• Conducting performance management / appraisal</li> <li>• Inspection and Ofsted guidance</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	

<b>PERSONAL QUALITIES</b> <ul style="list-style-type: none"> <li>• Flexibility of approach – ready to change at a moment of notice and step in</li> <li>• Well organized</li> <li>• Able to accept and respond to feedback</li> <li>• A reflective, dynamic, flexible person able to promote the ethos and values of the school.</li> <li>• An excellent role model to others, able to maintain professional relationships with confidentiality whilst maintaining high standards of professionalism</li> <li>• The ability to lead and motivate staff and to successfully bring about and manage change</li> <li>• The ability to communicate effectively both verbally and in writing to a wide range of audiences</li> <li>• Enthusiasm for children’s learning and welfare</li> <li>• Enthusiasm for own professional development</li> </ul>	Essential  Essential Essential Essential  Essential  Essential  Essential Essential	
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