



Qualification and Experience

Qualifications

- Have achieved QTS.
- To be able to evidence further Professional Development in preparation for Headship e.g. NPQSL, CEPQH.

Experience

- Have teaching experience of working in more than one school and more than one Key Stage.
- Evidence of successful senior leadership experience.
- Appropriate training and experience of Safeguarding / Child Protection.
- Can demonstrate impact of leadership on Teaching, Learning and Assessment at whole school level.
- Can demonstrate impact of line management and appraisal on school improvement.
- Experience of budgets.
- Experience and good understanding of School Improvement Planning and Self Evaluation.
- Experience of working with Governors, parents and the wider community.

Leadership

- Is able to inspire and influence staff, pupils, parents and the local community, developing engagement with school vision, values and goals which impact on school improvement.
- Demonstrates ability to think strategically: initiating, planning, monitoring and evaluating school improvement and change processes.
- Creates an ethos within which all staff are motivated and communicate effectively.
- Is able to make difficult decisions and convey outcomes clearly and sensitively, influencing others in a variety of situations.

Teaching, Learning, Assessment and Additional / Special Educational Needs

- Ensures that teachers and other staff have consistently high expectations of what each pupil can achieve (including SEND and disadvantaged pupils) and therefore ensures that pupils are effectively prepared for their next phase of education and life.
- Consistently achieves ambitious targets set from effective data analysis and evaluation.



- Effectively supports others to create an effective and stable learning environment, by monitoring the quality and consistency of teaching throughout the school.
- A proven track record of implementing a school-wide consistent approach to positive behaviour management.

Organisational Effectiveness

- Creates an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Has experience of working in partnership with the school leadership team, responding to change opportunities, providing effective solutions for implementation, and making positive use of the opportunities it presents.
- Makes prompt, clear decisions which may involve tough choices or considered risks.

Ethos / Values / Religious Character

- Ability to sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community.
- Promotes equality of opportunity and respect for diversity.

Safeguarding

- Demonstrate a commitment and understanding to Safeguarding and the promotion of the welfare and safety of children.
- Have a deep and accurate working knowledge of relevant policies, procedures and practices related to all aspects of Safeguarding and Child Protection.
- Can demonstrate leadership impact on the development of a culture of vigilance and nurture across the whole school community.

The School are committed to Safeguarding and promoting the welfare of children and young people. The post is subject to an Enhanced Disclosure Application to the Disclosure and Barring Service.