

Selection Criteria	Assessment Method
Qualifications	
<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of further professional development • NPQH (desirable) 	<p>Application form Original Certificates</p>
Experience	
<ul style="list-style-type: none"> • Recent and relevant leadership experience, with evidence of having made a significant impact on standards; • Successful teaching and curriculum experience; • Experience of management of human resources; • Experience of using financial management information effectively within a school setting to ensure proper stewardship of school funds; • Knowledge of Key Stage 1, 2 and EYFS principles and practice; • Proven track record of driving school improvement. • Experience and ability to safeguard and protect the welfare of children 	<p>Application Form Personal statement References Interview Presentation</p>
Professional Knowledge and Understanding	
<ul style="list-style-type: none"> • Knowledge of national education strategy, the wider context for schools and the contribution of education to promoting and sustaining a fair and equitable society; • Understanding of quality in learning and teaching, and how to achieve excellence; • Understanding of values development within the broader curriculum to support the school community, local community and pupils as citizens of the world; • Knowledge of monitoring and evaluating performance and use of school self-evaluation in order to raise attainment; • Understanding of tools for the interpretation, analysis and use of data to inform school improvement; • Knowledge of key considerations in effective management and deployment of people and other resources; • Knowledge of best practice and procedures for safeguarding children; • Up to date knowledge and understanding of the SEND Code of Practice. 	<p>Personal statement References Interview Presentation Tasks</p>
Skills	
<p>Ability to:</p> <ul style="list-style-type: none"> • manage change - national, local and in school; • communicate effectively orally and in writing to a range of audiences; • think creatively to anticipate and solve problems; 	

<ul style="list-style-type: none"> • maintain and extend a vision and strategy for the school and secure commitment to it from others; • drive for improvement and challenge underperformance; • establish and sustain appropriate structures and systems, and monitor them; • develop and empower individuals and teams, using effective delegation; • use new and emerging technologies to support improvement; • deal sensitively with people and resolve conflicts; • prioritise the needs and welfare of children. 	Personal statement References Interview Presentation Tasks
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Professional and Personal Qualities

<ul style="list-style-type: none"> • Demonstrate a sense of humour. • Committed to the development and maintenance of good relationships with staff, parents, pupils, governors and the community; • Positive, enthusiastic outlook, embracing risk and innovation; • Demonstrate respect and empathy towards others; • Resilience, perseverance and optimism in the face of difficulties and challenges; • The ability to be decisive, consistent and focused on solutions; • Committed to collaborative partnership working, within and beyond the school, for governor, parent and community involvement in the life of the school; • Capacity to be flexible, adaptable and creative; • Committed to the continuing professional development of self and others within the school; • Committed to excellence and equity that sets high standards for all, and welcomes and secures the support of others in achieving it. 	Personal statement References Interview Presentation Tasks
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The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post will be subject to receipt of a satisfactory Disclosure & Barring Service (DBS) check.