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|  | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | The successful applicant must have: • A good honours degree • Qualified Teacher Status • Evidence of ongoing personal professional development | It is desirable that the successful applicant has evidence of: • Post-graduate study • The NPQH (or current Head teacher) | • Application Form/CV |
| **Experience** | The successful applicant must have: • Evidence of successful experience as a Headteacher in a school in challenging circumstances. • Proven and demonstrable excellence as a classroom teacher • Ability to secure high standards of behaviour and attendance • Evidence of having implemented and maintained a successful inclusion strategy • Experience of liaison with external agencies • Developed and maintained high professional standards through Performance Management systems • Up to date knowledge of essential aspects of headship including curriculum, financial management, health & safety, employment legislation, data analysis, etc. • Thorough understanding of Ofsted inspection framework • Knowledge of and commitment to Safeguarding and Child Protection procedures | It is desirable that the successful applicant has experience of: • Applying an understanding of learning principles and theories • Teaching and management experience in Secondary school or Alternative Provision  • Experience of managing new developments such as bids, specialist status applications etc • Use of a variety of behaviour management strategies |  |
| **Leadership & management skills & abilities (the ability to lead and manage people to work towards common goals)** | The successful applicant must be able to use appropriate leadership styles in different situations in order to: • Create and secure commitment to a clear vision for the trust; • Motivate, inspire and promote effective working partnerships with all stakeholders; • Successfully initiate and manage change and improvement; • Raise standards and provide a role model for students and staff; • Devolve responsibilities, delegate tasks and monitor and evaluate practices to see that they are being carried out and are effective; • Experience of observing lessons and of giving feedback • Deal sensitively with people and resolve conflicts. | It is desirable that the successful applicant has: • Exercised accountability effectively, efficiently and fairly. • Had the opportunity to build, support and work with high performing teams | • Application Form/CV • Letter • References • Selection process |
| **Decision-making skills & abilities** | The successful applicant must be able to: • Make decisions based upon analysis, interpretation and understanding of relevant data and information; • Think creatively and imaginatively to anticipate and solve problems and identify opportunities; • Demonstrate good judgement |  | • References Selection process |
| **Communication skills & abilities** | The successful applicant must be able to: • Communicate effectively orally and in writing to a range of audiences; • Negotiate and consult effectively; • Develop, maintain and use an effective network of contacts. |  | * References
* Selection processes
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| **Self-management skills & abilities** | The successful applicant must be able to: • Prioritise and manage his/her own time effectively; • Work under pressure and to achieve deadlines; • Achieve challenging professional goals; • Take responsibility for own professional development. |  | * References
* Selection processes
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| **Attributes** | The successful applicant must display: • a belief in inclusive education; • a passion for education and children’s learning; • a commitment to supporting the values and ethos of our Schools; • integrity; • self-confidence, personal impact, resilience and intellectual ability; • an ability to foster a culture of respect and openness; • adaptability to changing circumstances and new ideas; • enthusiasm, energy, vigour and perseverance. • empathy, humility and humour |  | * References
* Selection processes
* Letter
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