

	Essential	Desirable	Assessment
QUALIFICATIONS & TRAINING: the successful candidate will:			
QTS	✓		CQ
A degree level qualification or equivalent	✓		CQ
Further relevant professional and/or academic study and evidence of CPD	✓		CQ
National Professional Qualification for Headship (NPQH)		✓	CQ
Knowledge of current issues in Education		✓	AF/I
SKILLS & EXPERIENCE: the successful candidate will:			
At least three years of proven strong, successful leadership and management experience in a school.	✓		I
Evidence of demonstrating a strategic leadership style that is characterised by integrity, creativity, resilience and clarity.	✓		I/R
Experience of implementing, managing and evaluating change in a collaborative way.	✓		I/R
Is able to challenge and influence and motivate others to attain high expectations in a restorative way.	✓		R
Experience of raising standards that have impacted positively on children and teaching and learning.	✓		I/R
Significant experience of evaluating and using data to plan and improve outcomes for children.	✓		I/R
Experience of making effective use of funding and other resources.	✓		I/R
Strong financial planning and management skills.		✓	AF/I/T
Excellent communication skills and proven ability to listen to, understand and work effectively with the school community.	✓		I/R
KNOWLEDGE: the successful candidate will:			
An understanding of how to empower children and staff to be exceptional .	✓		
A clear understanding of what makes good and outstanding teaching.	✓		
A deep understanding of how children learn, and the ability to develop a culture where striving for outstanding teaching and learning is central to the school's work.	✓		
An understanding of how to create accountability systems at all levels and implement them with the support of SLT to combine data from a range of sources which maximise the achievement of children.	✓		
A clear understanding of and commitment to promoting safeguarding children.	✓		
Knowledge and understanding of the statutory frameworks which set out the HT's professional duties and responsibilities.	✓		

	Essential	Desirable	Assessment
PERSONAL TRAITS: the successful candidate will:			
Demonstrate optimistic personal behaviour.	✓		I
Be able to build positive relationships rooted in mutual respect.	✓		AF/T
Have a commitment to valuing, supporting, and encouraging the professional development and growth of all staff.	✓		R
Be able to build and nurture a strong, positive, and collaborative team culture that enables all staff to carry out their roles to the highest standard and for all staff to work together to deliver school improvement.	✓		R
Be committed to building and maintaining effective and positive relationships with parents, governors, and the wider school community.	✓		AF
Be able to inspire and influence others, within and beyond the school, to believe in the fundamental importance and value of education in children's lives.	✓		AF
Be able to foster an open, transparent, and equitable culture and deal effectively with difficult conversations and conflict at every level, in a restorative way.	✓		
Show tolerance and respect for the rights of others, recognising differences and cultural diversity, while upholding the fundamental British values.	✓		R/AF
Ensure that their personal beliefs are expressed in ways which do not exploit their position, children's vulnerability or might lead to children breaking the law.	✓		

Key to Method of Assessment

AF Application Form

CQ Certificate of Qualification

I Interview

T Test/assessment

R Reference

P Presentation