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| **Specification** | **Criteria** | **Essential = E**  **Desirable = D** | **How identified** |
| **Qualifications, Education and experience** | * Qualified teacher status * Recent and relevant in service training. * Further professional qualifications including appropriate leadership and management development programs or activities. * Experience in assessing and monitoring teaching and learning. * Proven outstanding practitioner across Early Years/KS1 | E  E  E  E  E | Application form and verification at interview.  Selection procedure. |
| **Knowledge** | * Sound knowledge of recent educational legislation (including the Ofsted framework) and its impact on schools. * Understanding and involvement in School Self Evaluation and School Improvement Planning. * An understanding of the use of performance data to inform school improvement. * Understanding of a range of approaches to teaching and learning for pupils with varying learning needs. * Sound knowledge of the National Curriculum and the New EYFS Curriculum. * A substantial knowledge, experience and enthusiasm for curriculum leadership and development. * A good understanding of effective safeguarding procedures. | E  E  E  E  E  E  E | Application/Interview |
| **Skills and Abilities** | * The skills to ensure the successful management and implementation of change. * Proven ability to sustain the leadership, managing and motivation of a team. * Proven ability to develop/promote staff morale. * The knowledge and ability to manage own well-being and support the well-being of others. * Have a caring nature and an empathy with all members of our school community. * Proven ability to establish and maintain collaborative working with a wide range of professionals. * The ability to maintain a whole Primary School ethos across the two sites. * The ability to communicate effectively, verbally and in writing. * The ability to prioritise and organise to meet a deadline. * The ability to identify and support own training needs and those of staff. * Experience of delivering whole school CPD that has impacted positively on teaching and learning. * Successful experience of leading an area of school improvement. | E  E  D  E  E  E  E  E  E  E  E  E | Application/Interview/Reference |
| **Additional Factors** | * Proven ability to demonstrate commitment to the promotion of safe working practices and the provision of a safe learning environment. * To be prepared to go ‘above and beyond’. * To have a true commitment to inclusion. * To be able to support our school vision and values in our Church School. * Fully supportive references. * Full DBS clearance. | E  E  E  E  E  E | Application/Interview  References  DBS |