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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
 | EEEEE | 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.
 | EEEEEEE | 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.
 | EEDEEEEEEEEE | 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.
 | EEEEEE | Application/InterviewReferencesDBS |