

FACTORS	ESSENTIAL	DESIRABLE
QUALIFICATIONS AND SKILLS <ul style="list-style-type: none"> • Relevant degree • Master's degree • Evidence of further effective professional development. 	Essential Essential	Desirable
SPECIAL KNOWLEDGE, ABILITIES AND/OR EXPERIENCE <ul style="list-style-type: none"> • Substantial and successful teaching experience across the Primary age range • Outstanding teacher • Demonstrable experience and practical application of the primary curriculum, planning, assessment and how to make the curriculum accessible to pupils at risk of underachievement • Successful experience of raising standards of achievement involving a significant part of the school community. • Evidence of experience of planning and leading involvement in School Improvement Planning. • Excellent behaviour management skills and an ability to lead and communicate these to others. • The ability to support the school in the identification of improvement issues through data analysis and evaluation to raise attainment • Experience of managing and leading a team of adults • The monitoring and evaluation process of teaching and learning • Statutory testing and access arrangements • Working effectively with staff, parents, pupils, governing body, outside agencies and the wider community. • Conducting performance management / appraisal • Inspection and Ofsted guidance 	Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential	

PERSONAL QUALITIES <ul style="list-style-type: none"> • Flexibility of approach – ready to change at a moment of notice and step in • Well organized • Able to accept and respond to feedback • A reflective, dynamic, flexible person able to promote the ethos and values of the school. • An excellent role model to others, able to maintain professional relationships with confidentiality whilst maintaining high standards of professionalism • The ability to lead and motivate staff and to successfully bring about and manage change • The ability to communicate effectively both verbally and in writing to a wide range of audiences • Enthusiasm for children’s learning and welfare • Enthusiasm for own professional development 	Essential Essential Essential Essential Essential Essential Essential Essential	
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