

<b>Personal attributes required based on Job Description</b> <i>Essential requirements are those without which an applicant will not be considered for appointment.</i>	<b>Essential (E) Or Desirable (D) Criteria</b>
<b>Qualifications:</b> <ol style="list-style-type: none"> <li>1. Qualified Teacher Status.</li> <li>2. Qualified to degree level</li> <li>3. Relevant post-graduate qualification in education or leadership/management.</li> </ol>	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p>
<b>Experience:</b> <ol style="list-style-type: none"> <li>1. Recent experience as an Assistant Headteacher or undertaking an additional teaching and learning responsibility in a primary school.</li> <li>2. Track record of delivering and sustaining progressive improvements in achievement through the high-quality leadership of behaviour and attendance.</li> <li>3. Experience of implementing successful school-wide strategic projects that have supported school improvement objectives.</li> <li>4. Experience of successful and robust staff management.</li> <li>5. Demonstrable experience of teaching a broad ability range of students.</li> </ol>	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p> <p style="text-align: center;">D</p>
<b>Knowledge:</b> <ol style="list-style-type: none"> <li>1. Excellent and current knowledge, understanding and passion in effective behaviour management approaches and implementation.</li> <li>2. Detailed knowledge of primary curriculum.</li> <li>3. Up to date knowledge of the General Data Protection Regulation and Safeguarding legislation.</li> <li>4. Significant understanding of the responsibilities of a senior leader in promoting and safeguarding the welfare of students.</li> <li>5. Full knowledge of the current Ofsted framework.</li> </ol>	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p>

6. Excellent knowledge and understanding of the use of data and key performance indicators in determining benchmarks to set school targets.	E
<b>Skills and Abilities:</b> <ol style="list-style-type: none"><li>1. Ability to inspire and motivate staff, pupils and parents to achieve the aims of the school.</li><li>2. Excellent communication skills, both verbal and written, with the ability to negotiate and consult tactfully and effectively in order to achieve desirable outcomes.</li><li>3. Excellent ability to make well-judged decisions based upon accurate analysis and interpretation of appropriate data or information.</li><li>4. High level proactive and creative thinking to anticipate issues, address problems and pursue opportunities.</li><li>5. Strong resilience to secure successful outcomes.</li><li>6. Readiness to seek and respond to advice and guidance.</li><li>7. Excellent collaborative working skills to perform effectively as part of wider teams.</li><li>8. Robust people management and leadership skills, to lead by example.</li><li>9. Determination to promote equality of opportunity throughout all aspects of academy life.</li><li>10. Ability to set, expect and monitor excellent standards.</li><li>11. Strong ability and drive to achieve challenging personal and organisational goals.</li><li>12. Excellent ability to independently plan, organise and prioritise a busy workload and support other staff in doing this.</li><li>13. The ability to work flexibly and respond to change on a daily basis.</li><li>14. The ability to demonstrate professional behaviour at all times, remaining calm in potentially sensitive or difficult situations.</li><li>15. The ability to achieve strong and positive working relationships and to use negotiation skills to achieve a successful outcome.</li><li>16. The ability to use Microsoft Office at an excellent level.</li><li>17. Dealing with matters confidentially and sensitively.</li></ol>	E  E  E  E E E  E  E  E E  E  E  E

<p>18. The ability to act as a role model to encourage and promote non-discriminatory behaviour and sustain strong equality and diversity in the workplace.</p>	<p>E</p>
<p>19. The ability to work as an effective team leader and ensure the involvement and commitment of all team members.</p>	<p>E</p>
<p>20. The ability to work with confidence and consistency to maintain trust and assurance in the reputation of the school and FCAT.</p>	<p>E</p>
<p><b>Other Attributes:</b></p> <p>1. Evidence of continued professional development</p>	<p>D</p>