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|  | **Essential** | **How Assessed** | | |
| Qualifications & Training | 1. Qualified Teacher Status 2. B.Ed Hons or B.A./B.Sc Hons with P.G.C.E. 3. Evidence of continuing professional development appropriate for a leadership role and willingness to undertake a relevant national professional qualification | Application form & Certificates  Interview | | |
| You should have **experience** and **knowledge**  of…. | 1. Delivering consistently excellent lessons 2. Substantive and successful teaching experience across the secondary age range, at KS3 and 4 3. Using data to monitor student progress and for target setting 4. Successfully building, forming and leading a team of professional colleagues 5. Putting well developed interpersonal skills to good use 6. Leading on staff/team development 7. Establishing and implementing monitoring and assessment procedures 8. Enthusing and motivating students and colleagues 9. Maintaining good order and discipline among pupils 10. Communicating effectively with students, parents /carers, colleagues and outside agencies 11. Working closely with leadership teams and taking a leadership role 12. Working on your own initiative 13. Managing teachers and support staff 14. The latest educational research, development and improvement strategies | Application Form, Interview & References | | |
| You must have the **ability** to….. | 1. Develop workplace policies and promote collective responsibility for their implementation 2. Interact positively with students, parents/carers and colleagues 3. Contribute to wider aspects of school life 4. Competently use ICT and appropriate software to support Teaching and wider professional activities 5. Be organised 6. Relate to, and promote, the ethos of the school 7. Support the analysis of data and its context and determine solutions 8. Lead and promote extra-curricular activities 9. Handle difficult situations sensitively 10. Work under pressure and meet deadlines | Interview & References | | |
| You must also have: | 1. Clear aspirations to be a school leader 2. Reliability and a good attendance record \*\* | \*\*only assessed after job offer made | | |
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