|  **ATTRIBUTES** | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** |
| --- | --- | --- |
| **KNOWLEDGE** **AND SKILLS**  | * Professional knowledge of what constitutes high quality and standards in teaching and learning
* Professional understanding of inclusion and strategies for engaging all learners
* Professional understanding of safeguarding within a school setting
* Ability to write reports, keep accurate records and communicate effectively
* Effective organisation skills
* Ability to work well with a range of audiences, including parents/carers and other professionals
* Ability to use a positive approach to promote learning and excellent behaviour
* Confident and competent in the use of ICT
* Ability to lead and manage a team
* Understanding of curriculum and assessment of pupil progress
* Understanding of cross-curricular teaching
* Understand procedures and legislation relating to confidentiality
 | * The ability to deputise effectively in the absence of the Principal
* A track record of creating and implementing a whole-school vision for improving or a successful school
 |
| **EXPERIENCE** | * Proven ability as an excellent classroom teacher
* Experience of leading an aspect of whole school development
* Experience in effectively deploying and managing staff
* Experience of working in more than one school
* A track record for leading a school to improved performance, as demonstrated by Ofsted judgements and/or student outcomes over time
 | * Experience of action planning and delivery of raising attainment programmes
* Experience of embedding a pedagogy of Teaching & Learning
* Experience of embedding a Culture &

Ethos  |
| **QUALIFICATIONS** | * Degree and Qualified Teacher Status
* Evidence of continuous professional development
* Experience of leading/co-ordinating professional development and inset training
* Recent and relevant leadership development/training
 |  |
| **PERSONAL ATTRIBUTES** | * Passionate about teaching and learning
* Resilience, the ability to work under pressure and be able to meet deadlines
* Proven ability to prioritise workloads
* Ability to work effectively and supportively within the Academy team
* Excellent communication and organisational skills (including written and oral skills)
* A commitment to safeguarding and promoting the welfare of children
* Ability to work creatively and collaboratively
* Demonstrably professional, honest and loyal
* Ability to make and justify difficult decisions
* Commitment to pupils and their learning, wellbeing and safety
* Committed to equality
* Ability to establish rapport and respectful trusting relationships with children their families, carers and other adults
* Able to build and maintain successful and purposeful Relationships
* Open-minded, self-evaluative and adaptable to changing circumstances and new ideas
* Willingness to be involved in the wider life of the Academy
 | * Bring personal interests and enthusiasms to the Academy community
* Able to ensure rigor and accountability through strong line management of significant curriculum teams and important aspects of the Academy
* Be inquisitive in every aspect of the Academy, seeking to stimulate improvement, galvanise teams, challenge and support individuals
 |
| **EQUALITY** | * An understanding of, acceptance and commitment to the fundamental principles of equal opportunities.
* Able to work in a way that promotes equality of opportunity and respect for diversity.
* Proactive and passionate about equality, diversity and inclusion.
* Ability to communicate effectively with people from a variety of backgrounds.
 |  |
| **SAFEGUARDING** | * Evidence of a commitment to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.
* Able to work in a way that promotes the safety and well-being of children and young people.
* This role involves working with children on a daily basis and is therefore in regulated activity.
 |  |