| **ATTRIBUTES** | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** |
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| **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. |  |