

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>KNOWLEDGE AND SKILLS</b>	<ul style="list-style-type: none"> <li>Professional knowledge of what constitutes high quality and standards in teaching and learning</li> <li>Professional understanding of inclusion and strategies for engaging all learners</li> <li>Professional understanding of safeguarding within a school setting</li> <li>Ability to write reports, keep accurate records and communicate effectively</li> <li>Effective organisation skills</li> <li>Ability to work well with a range of audiences, including parents/carers and other professionals</li> <li>Ability to use a positive approach to promote learning and excellent behaviour</li> <li>Confident and competent in the use of ICT</li> <li>Ability to lead and manage a team</li> <li>Understanding of curriculum and assessment of pupil progress</li> <li>Understanding of cross-curricular teaching</li> <li>Understand procedures and legislation relating to confidentiality</li> </ul>	<ul style="list-style-type: none"> <li>The ability to deputise effectively in the absence of the Centre Manager and or Principal/Vice Principal</li> <li>A track record of creating and implementing a whole-school vision for improving or a successful school</li> <li>Experience of working in an alternative provision and or specialist setting</li> <li>Good understanding of trauma and children who have additional and complex needs</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Proven ability as an excellent classroom teacher</li> <li>Experience of leading an aspect of whole school development</li> <li>Experience in effectively deploying and managing staff</li> <li>Experience of working in more than one school</li> <li>A track record for leading a school to improved performance, as demonstrated by Ofsted judgements and/or student outcomes over time</li> </ul>	<ul style="list-style-type: none"> <li>Experience of action planning and delivery of raising attainment programmes</li> <li>Experience of embedding a pedagogy of Teaching &amp; Learning</li> <li>Experience of embedding a Culture &amp; Ethos</li> </ul>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>Degree and Qualified Teacher Status</li> <li>Evidence of continuous professional development</li> <li>Experience of leading/co-ordinating professional development and inset training</li> <li>Recent and relevant leadership development/training</li> </ul>	<ul style="list-style-type: none"> <li>Clean full UK driving licence (we are a multi-site school and occasionally you may need to travel across sites)</li> </ul>
<b>PERSONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>Passionate about teaching and learning</li> <li>Resilience, the ability to work under pressure and be able to meet deadlines</li> <li>Proven ability to prioritise workloads</li> <li>Ability to work effectively and supportively within the Academy team</li> <li>Excellent communication and organisational skills (including written and oral skills)</li> <li>A commitment to safeguarding and promoting the welfare of children</li> <li>Ability to work creatively and collaboratively</li> <li>Demonstrably professional, honest and loyal</li> </ul>	<ul style="list-style-type: none"> <li>Bring personal interests and enthusiasms to the Academy community</li> <li>Able to ensure rigor and accountability through strong line management of significant curriculum teams and important aspects of the Academy</li> <li>Be inquisitive in every aspect of the Academy, seeking to stimulate improvement, galvanise teams, challenge and support individuals</li> </ul>

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	<ul style="list-style-type: none"> <li>• Ability to make and justify difficult decisions</li> <li>• Commitment to pupils and their learning, wellbeing and safety</li> <li>• Committed to equality</li> <li>• Ability to establish rapport and respectful trusting relationships with children their families, carers and other adults</li> <li>• Able to build and maintain successful and purposeful Relationships</li> <li>• Open-minded, self-evaluative and adaptable to changing circumstances and new ideas</li> <li>• Willingness to be involved in the wider life of the Academy</li> </ul>	
<b>EQUALITY</b>	<ul style="list-style-type: none"> <li>• An understanding of, acceptance and commitment to the fundamental principles of equal opportunities.</li> <li>• Able to work in a way that promotes equality of opportunity and respect for diversity.</li> <li>• Proactive and passionate about equality, diversity and inclusion.</li> <li>• Ability to communicate effectively with people from a variety of backgrounds.</li> </ul>	
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>• Evidence of a commitment to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.</li> <li>• Able to work in a way that promotes the safety and well-being of children and young people.</li> <li>• This role involves working with children on a daily basis and is therefore in regulated activity.</li> </ul>	