



Wyvern  
Academy

*Enriching Lives, Inspiring Ambitions*

# RECRUITMENT PACK

Director of Mathematics



Consilium  
Academies

*Enriching Lives, Inspiring Ambitions*

# Welcome from the CEO

Dear Candidate,

Thank you for your interest in the position of Director of Mathematics at Consilium Academies.

At Consilium, we believe in enriching lives and inspiring ambitions through:

- Partnerships
- Opportunity
- Integrity
- Excellence
- Equity
- Being people-centred

We believe in the unique value of each individual – whether that be staff or student – and are dedicated to ensuring each member of our Trust achieves their full potential. As a result of this, we work collaboratively with our stakeholders and external organisations to foster relationships that will enhance opportunities for all our members across the Trust.

At Consilium we're people centred, and want everyone in our Trust, whether teaching or support staff to have access to exceptional professional development. That's why we created our Centre for Professional Learning, which is available for every single colleague across the Trust. Here, our colleagues have access to bespoke training opportunities and resources tailored specifically for their needs.

We believe every student, no matter their background, is entitled to an excellent education with an equal opportunity to fulfil their potential. It is only through this vision that we can provide an environment where every pupil can thrive.

As part of our MAT, our Academies follow the collective aims of:

- Ensuring everything we do has a focus on helping pupils achieve their potential academically, socially, and emotionally
- Instilling a passion for life-long learning and continued improvement so our Academies, staff, and students can grasp their aspirations and ambitions
- Creating a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired, and empowered to succeed
- Ensuring all stakeholders are seen as partners in our work with the communities we serve

Consilium Academies is going through a huge period of development with rapid growth and opportunities for all staff; I can't think of a better time to join us.



David Clayton  
Chief Executive of Consilium Academies.

# Welcome from the Headteacher

Dear Candidate,

Thank you for expressing an interest in joining Wyvern Academy and Consilium Academies. This post gives you the exciting opportunity to join a strong and developing team in a vibrant, happy, inclusive school and to make a real difference to the lives of our young people, being ready to be successful in their next chapter. I hope this provides some useful context and helps you to decide whether you would be a good 'fit' within our school and Trust.

Our most recent Ofsted and IDSR report from 2019 are now considerably out of date and do not reflect the school you see today. We have made great strides in leaving this behind in the last year. We are a school that is seeking to meet and exceed our PAN (140) in September 2023. We are anticipating that our Year 7 student numbers increase by 15% for September 2023, and are collectively working very hard in order that our student recruitment realises our aims.

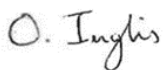
We have undertaken a great deal of work to fully review the Vision and Values for the school in order to support rapid improvement. We are at an exciting time where we have recently recruited into areas of our provision that were underdeveloped, such as whole school literacy and personal development, and are already beginning to see the 'green shoots' of opportunity flourish. Our extensive work on our curriculum in order that the Quality of Education supports a much improved impact has begun to reach fruition. Our Summer 2022 outcomes indicated that all students achieved, on average, at least half a grade better than they did in 2019.

We have an excellent CPD and induction offer for our staff that is supported by our Centre for Professional Learning (CfPL): at any point in your career, you will be well looked after.

Wyvern Academy really is a great place to work and we are proud to be part of the Consilium Academies Trust of nine schools. Our most recent staff and parent surveys highlight this: 94% would recommend the school to another parent; 89% agree that the school has high expectations for their child; 96% say their child feels safe at this school; 100% of staff feel that this is an improving school; 93% of staff felt that senior leaders and line management help and support them in their work. A recent report by our Trust improvement partner demonstrates our current climate for learning: "Pupils are bright-eyed and keen to learn across subjects, year groups and ability sets. Pupils' behaviour in class, and their relationships with each other and adults in class are great."

Our students are truly fantastic and they deserve an excellent appointment. We really care about them and their futures and pride ourselves on excellent relationships. You can see them - and us - and get a better sense of what we are about on our website here.

I hope that this is the right opportunity for you; good luck with your application.



Mr Owen Inglis

Headteacher – Wyvern Academy

# About the Academy



Wyvern Academy is a coeducational secondary school with academy status, located in the Branksome and Cockerton area of Darlington, County Durham, England. We are looking for an exceptional candidate as Director of Mathematics to join us on our journey to becoming a truly outstanding school.

At Wyvern Academy, our school's vision, in the work that our school community conducts is that we achieve 'Excellence in all that we do'. We have a vested interest that all students 'reach for the stars' and that every one of our students receive a world-class education.

As a Consilium Academy, Wyvern Academy is built on the values of the Consilium charter. The purpose of the charter is to ensure our mission and values translate into practice within our Academies, ensuring that every student benefits from our distinctively inclusive ethos.

At Wyvern Academy, we believe in:

**Partnerships** – Collaboration is the key to success. We work together to deliver on the promise set out in our mission statement.

**Opportunity** – Our aim of "Enriching Lives, Inspiring Ambitions" applies to all members of our Trust community, with our inclusive approach delivering a breadth of opportunities to give each individual the chance to fulfil their potential and prosper.

**Integrity** – Through our student-centred approach, advantage and ability are never seen as a ticket to involvement. We believe in every child's right to high-quality education and access to amazing opportunities – irrespective of their individual circumstances. Integrity at Consilium means always putting students at the heart of everything we do.

**Equity** – We are truly inclusive, believing passionately that every student should be given the skills and support needed for them to meet their full potential. We are aspirational for all of our students, and we will ensure every student has the opportunities they need to achieve the highest of ambitions.

**Excellence** – We don't settle for second-best, our standards are always high and we support everyone across the Trust to achieve them.

**People-Centred** – We genuinely want the best for each member of Consilium, that's why everyone is treated with the highest level of respect. Our inclusive culture inspires us to be bold and engenders trust. It brings us together in ways that help us make a difference

# About the Trust

## The Consilium Mission

*"Enriching Lives, Inspiring Ambitions"*

We are proud to be Consilium Academies, a Trust that believes in the unique value of each individual. Our vision, actions, and purpose are guided by this principle and a dedication to do all we can for the communities we serve.

We never put a ceiling on potential. Instead, we work with our Academies to provide high-quality education that is truly inclusive, giving every student the same opportunities to develop the skills and knowledge they need to thrive in life beyond the classroom.

We are committed to enriching the lives of all those involved in our Trust through an ambitious, student-centred approach to education.

Consilium Academies is a Multi-Academy Trust consisting of nine schools based across three hubs in Salford, South Yorkshire, and the North East of England.

We believe in inclusivity, both in the schools and communities we serve and are committed to working with our Academies to ensure our ethos is realised on a daily basis.

- The lives of our young people should be enriched by care, experience, and opportunity. This is achieved by;
- helping children and young people to succeed to their potential academically, socially, and emotionally;
- instilling a passion for lifelong love of learning and continued improvement so that our academies, staff, and students achieve their aspirations and ambitions;
- creating a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired, and empowered to succeed;
- ensuring all stakeholders are seen as partners in our work within the communities we serve.

The Trust operates a Central Team led by our Chief Executive, David Clayton. The team provides direct services to our schools as well as Trust-level accountability, leadership, and management. We operate a strong partnership model and our partner schools are instrumental in the continual growth and development of our Trust. We work with our schools in a supportive way that does not detract from the individual identity of a school, instead allows them to grow and focus on student achievement and success.

## WE ARE PROUD TO OFFER THE FOLLOWING STAFF BENEFITS:

- Pension with the Local Government Pension Scheme and Teachers Pension Scheme
- 33 days annual leave plus bank holidays for all support staff (pro-rated for part-time employees)
- 36 hour working week for all full-time support staff
- Automatic pay progression for all staff in line with their current grading structure
- Enhanced contractual sick pay in line with the Burgundy Book and Green Book
- Employee Assistance Program with access to counselling and CBT 24 hours a day, 7 days a week
- Access to an Occupational Health Provider
- Free membership to Perkbox. with hundreds of exclusive offers and discounts available online and in store at many shops, gyms, and restaurants
- An excellent Centre for Professional Learning for every member of staff; to help you perform as well as you can in your role, provide you with a sense of wellbeing at work and to help you reach your career aspirations.

# Centre for Professional Learning

The core driving force behind the Consilium Centre for Professional Learning is a desire to provide students with the best possible education, and the belief this can only be achieved if every colleague, regardless of role or career stage, has access to the high-quality professional development they deserve.

Every colleague, whether teaching or support staff, will be supported and developed through the professional development review process, which replaces traditional forms of performance management.

The professional development review process is focussed on the aspirations of the individual, ensuring that every colleague receives the support and development they deserve to achieve their own aspirations for their careers.

We believe our team of support staff are vital to ensure our schools are well-resourced, safe, compliant, and work as well as they can for the benefit of our students. In addition to the professional development review process, we commission and fund industry-standard qualifications for colleagues in support roles and are also able to support and fund teaching assistants, higher-level teaching assistants, and colleagues in student-facing pastoral and safeguarding roles, to qualify as teachers should they wish.

The Centre for Professional Learning works with and supports in-school leads for professional development to craft the best and most appropriate whole-school offers for their colleagues. We don't impose a central 'curriculum' for professional development, because the needs and priorities of each school are different.

However, we want to support each school to give due focus to whole-school priorities, with departmental training, middle leader training, and one-to-one development and coaching supporting fewer, more in-depth, whole-school messages.

All teaching staff will receive the following 'universal' offer from their school:

Regular whole-school training, driven by the school's priorities and the in-school professional development lead, with support from the Centre for Professional Learning. This will be designed with the context of the school in mind with subject-specific and individualised training to suit the career stage and expertise of specific teachers. Regular subject-specific training within subject teams. This will draw on the whole-school training and ensure it is considered through the lens of applicability to specific subjects, year groups, and classes.

Regular teacher-specific training. This will be owned and run by in-school teams, and may take the form of 1-to-1 instructional coaching or teacher learning communities, and is supported by the Centre for Professional Learning.

Access to the relevant subject and other networks across the Trust, according to their role within school

In addition to this 'universal' offer, all colleagues across the Trust, whether teaching or support staff, have access to bespoke programmes of CPD matched to their own aspirations for their career. We partner with external organisations to enhance our offer to staff, and will support staff with recognised qualifications where appropriate. We are keen to work with a range of partners who use the best available evidence to design rigorous professional development.

All Early Career Teachers (those in their Newly Qualified or Recently Qualified years) at Consilium Academies receive regular support from a mentor, regular instructional coaching, and regular training alongside their NQT or RQT cohort both within their school and across the Trust, with the opportunity to develop relationships with their peers across the Trust as part of our Early Career Teacher Networks.

We believe offering colleagues a strong induction to the teaching profession is of vital importance. We want to set our colleagues up for a long and successful career in education, and help them to provide the best experience possible for our students.



# About the Role

**Job Title:** Director of Mathematics

**Contract:** Permanent

**Start date:** September 2023 or earlier by agreement

**Salary:** MPS/UPS + TLR 1c (£12,127)

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We are looking for an exceptional candidate as Director of Mathematics who shares our values and has the right vision and ethos to join us on our journey to becoming a truly outstanding school.

We are seeking an inspiring leader with a track record of improving standards, who is committed to the Trust's values and the impact this can have on every student's individual performance inside the classroom and beyond. Who has excellent classroom practice and is able to model effective teaching and learning.

Working in partnership with the Headteacher, the leadership team and our school community, you will provide the strategic leadership for the high expectations for behaviour and attitudes at Wyvern Academy. You will consistently communicate the school ethos of the Professional Learner, strategically regulating a calm and purposeful climate for learning whilst being innovative in your practice. Your leadership will also uphold the high Trust standards for Safeguarding, ensuring that there is a vested commitment and provision for all students.

The successful candidate will present the best possible example of professional standards to colleagues.

If this sounds like you, and you would like to work for an innovative and collaborative Trust, and you want to learn more about this unique opportunity and Consilium Academies, please visit [www.joinconsiliumacademies.co.uk](http://www.joinconsiliumacademies.co.uk)

Please ensure that within your application you provide the names, addresses, and contact details for two referees, one of whom should be your current or most recent employer. Please direct all applications to our Business Support Officer, Katie Ferguson at [katie.ferguson@consilium-at.com](mailto:katie.ferguson@consilium-at.com)

**The closing date for applications is Thursday 4<sup>th</sup> May at 0900.**

**Interviews will take place the week commencing 8<sup>th</sup> May.**

Consilium Academies is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are made subject to an Enhanced DBS Check, and where applicable, a prohibition from teaching check will be completed for all applicants.

The Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English.

*Please note: If you have not been contacted within one week of the closing date please assume that your application has been unsuccessful on this occasion. We are unable to provide feedback on individual applications. Applications received after the closing time stated will not be considered.*

Job Description	
Job Title:	Director of Mathematics
Reports to:	Deputy Headteacher (Quality of Education)
Based at:	Wyvern Academy
Grade:	MPS/UPS + TLR 1c (£12,127)
Main purpose of the Role	
<ul style="list-style-type: none"> <li>To lead and manage the implementation of a challenging, coherent and cumulative Mathematics curriculum that leads to excellent outcomes.</li> <li>Leadership and Management of all aspects of the Mathematics curriculum area, linking with other subjects where possible.</li> <li>Implementation of Mathematics curriculum and related projects</li> <li>Achievement of consistently outstanding teaching, learning and assessment in Mathematics.</li> <li>Achievement of outstanding pupil progress and attainment in Mathematics.</li> </ul>	
Core Responsibilities & Tasks	
<p><b>Teaching</b></p> <ul style="list-style-type: none"> <li>To undertake an appropriate programme of teaching demonstrating excellence at all times</li> <li>To maintain the national standards for QTS/Performance Threshold/LT/Subject Leaders</li> <li>Teach all year groups to an outstanding level</li> <li>Contribute to PSHCE and SRE according to school policy</li> <li>Act as a role model for others through the setting of high personal standards of classroom practice in order to develop a stimulating and challenging learning environment which secures effective learning and provides high standards of achievement, behaviour and discipline</li> <li>Have a substantial role in promoting an atmosphere conducive to effective teaching and learning ensuring that pupils are exposed to the highest quality teaching</li> <li>Oversee the preparation and delivery of schemes of work for all year groups in order to promote continuity, breadth, balance and progression in pupils' learning, ensuring that each pupil has the opportunity to maximise his / her potential</li> <li>Lead and take responsibility in the management of pupil behaviour within the Curriculum Area and ensure that relationships between staff and pupils are harmonious leading to highly productive and well-motivated classes</li> </ul> <p><b>Operation/Strategic Planning</b></p> <p>As Director of Mathematics you will:</p> <ul style="list-style-type: none"> <li>Participate in the decision and policy making process relating to the wider needs of the school</li> <li>Promote an atmosphere conducive to effective teaching and learning</li> <li>Support the vision, ethos and policies of the school and promote high levels of achievement throughout the school</li> <li>Be an active and responsible member of the Senior Leadership Team, in an operational and strategic manner</li> <li>Line manage other Curriculum Leaders dependent on the needs of the school</li> <li>Actively support the Head Teacher, Governors and staff in the promotion and achievement of the aims and objectives of the school</li> <li>Be involved in the planning, monitoring, evaluation and development of the school curriculum through the School Improvement and Development Plan</li> </ul>	



- Through middle leadership meetings contribute to the school's organisation and overall strategy of the school
- Act as a role model for others through the setting of high personal standards of classroom practice in order to develop a stimulating and challenging learning environment which secures effective learning and provides high standards of achievement, behaviour and discipline
- Undertake the implementation of performance management of colleagues and integrate this into their professional development.
- Participate where appropriate in the appointment of teaching and support staff
- Write a subject improvement and development plan, set teaching and academic targets and embed a meaningful monitoring and review process
- Develop all Curriculum Area teachers to ensure teaching is consistently effective
- Monitor and assess teaching, learning and assessment in English.
- Assist in the professional development of teachers, supervise and support trainee teachers and NQT's
- Manage the Curriculum Area budget to ensure value for money and impact on teaching, learning and attainment
- Ensure staff are well informed on all aspects of school life relating to the post of Director of Mathematics in order to promote good communication and high morale
- Encourage the practice of working as a team
- Show commitment to the extra-curricular activities of the school and particularly those of your Curriculum Area
- Assist the Headteacher in maintaining and developing a positive and constructive partnership with parents and the local community

### **Curriculum Provision**

- To liaise with the SLT Link Line Manager and relevant teachers to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum and intervention programme which complements the School Improvement and Development Plan
- Be accountable for the development and delivery of curriculum programmes
- Lead curriculum development for the whole Curriculum Area
- Keep up to date with National developments in the curriculum area, teaching practice and methodology
- Actively monitor and respond to curriculum development and initiatives at National, Regional and local levels
- Liaise with the SLT link Line Manager to maintain accreditation with the relevant examination and validating bodies
- Ensure that the development of schemes of work is in line with National developments

### **Curriculum Development**

- Lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment policies, teaching and learning strategies in the Curriculum Area
- Undertake the day to day management, control and operation of course provision within the Curriculum Area, including effective deployment of staff and physical resources
- Actively monitor and follow up pupil progress, producing a termly report and analysis on pupil progression for the SLT link
- Manage Curriculum Area finances using the School Improvement and Development Plan to generate Curriculum Area Improvement and Development Plans and targets
- Liaise with partner schools, higher education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies

- Responsibility for the on-going assessment of pupils within the Curriculum Area, identifying and taking appropriate action on issues arising from data and reports; setting deadlines where necessary and reviewing progress on the action taken
- In conjunction with the relevant SLT Link / Data Manager manage the Curriculum Area's collection of data
- Be responsible for the presentation of display areas and rooms, in particular pupils' work, ensuring that the rooms and furnishings are safe, in good condition and free of damage / graffiti
- Hold minuted Curriculum Area meetings at least in line with the school calendar, such that they provide appropriate and effective channels of communication and represent Curriculum Area staff views at appropriate meetings
- Submit reports to the Headteacher on the work of the Curriculum Area, including areas of development to meet the identified needs of the School Improvement and Development Plan
- Produce reports on examination performance
- Advise on staffing, resources and timetabling requirements for the Curriculum Area
- Implement all school policies and procedures e.g. equal opportunities, Health & Safety, COSHH, risk assessments etc.
- Work with colleagues to formulate aims, objectives and strategic plans for the Faculty which have coherence and relevance to the needs of the students and to the aims, objectives and strategic plans of the school
- Responsibility for all stock held within the Curriculum Area and to ensure that an up to date record is kept and audited annually
- Formulate an annual Curriculum Area Improvement and Development Plan in line with the School Improvement and Development Plan and to monitor and evaluate progress.
- Monitor the overall behaviour and progress of pupils through the collation of data which provides an overall picture of each pupil, monitoring and dealing with concerns
- Oversee subject entries in external examinations and where appropriate, to co-ordinate appropriate coursework requirements.
- Undertake any other reasonably related tasks requested by the Headteacher or SLT on behalf of the Headteacher

### Staffing

- To work with the Deputy Headteacher and Associate Assistant Headteacher (Quality of Education) to ensure that CPD needs are identified and that appropriate programmes are designed to meet such needs
- To continue own professional development as agreed with Senior Link
- To be responsible for the efficient and effective deployment of support staff assigned to lessons to ensure the support provided to individuals and groups is having a significant impact on academic and technical progress
- To undertake Performance Management Review (s) and to act as reviewer for a group of staff within the Curriculum Area and to integrate this into their professional development
- Monitor and support the overall progress and development of pupils within the Curriculum Area
- Ensure the behaviour management system is implemented in the Curriculum Area so that effective learning can take place
- Ensure that all members of the Curriculum Area are familiar with its aims and objectives
- Represent the Curriculum Area's views and interests at Management Meetings
- Work with the SLT link in order to ensure that the Curriculum Area's teaching commitments are effectively and efficiently time-tabled and roomed
- Make arrangements for classes when staff are absent, ensuring appropriate cover within the Curriculum Area by liaising with the Cover Manager
- Participate in the interview process for teaching posts when required and to ensure the effective induction of new staff in line with school procedures
- Promote team work and motivate staff to ensure effective working relationships

**Quality Assurance**

- To ensure the effective operation of self-review and other quality procedures and to ensure adherence to those within the Curriculum Area
- To establish the process of the setting of targets within the Curriculum Area and to work towards their achievement
- To contribute to the school procedures for lesson observation and monitoring
- Establish common standards of practice within the Curriculum Area and develop the effectiveness of teaching and learning styles in all subject areas within the Curriculum Area
- Ensure effective communication / consultation as appropriate with the parents of pupils
- Monitor and evaluate the Curriculum Area in line with agreed school procedures including evaluation against quality standards and performance criteria
- Produce reports within the quality assurance cycle for the Curriculum Area
- Provide the Local Academy Board with relevant information relating to the Curriculum Area's performance and development
- Encourage the practice of working as a team
- Show commitment to the extra-curricular activities of the school and particularly those of your curriculum area
- Assist the Headteacher in maintaining and developing a positive and constructive partnership with parents and the local community
- Be accountable for the work of all members of staff teaching in your Curriculum Area
- Work in collaboration with the designated member of the SLT in planning induction programmes for new staff, including trainees, early careers teachers and teachers new to the subject

**Marketing, Communication and Liaison**

- To contribute to the school liaison and marketing activities e.g. the collection of material for press releases
- To lead the development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days / Evenings and other events
- Actively promote the development of effective subject links with external agencies
- To ensure effective communication/consultation as appropriate with the parents of pupils
- To contribute to the planning and delivery of school liaison activities
- To liaise with the Exams Officer about exam entries.

**Management of Resources**

- Manage the available resources of space, staff, money and equipment efficiently within the limits, guidelines and procedures laid down; including deploying the Curriculum Area budget, acting as a cost center holder, requisitioning, organising and maintaining equipment and stock and keeping appropriate records

**Pastoral System**

- To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description where applicable

**School Ethos**

- To play a full part in the life of the school community, to support its distinctive vision and ethos and to encourage and ensure staff and students to follow this example
- To promote actively the school's corporate policies

**Corporate Responsibilities**

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust's activities
- To plan, monitor and review health and safety within areas of personal control
- To participate in the Trust's Performance Management process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues

#### Additional Notes

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- An Enhanced DBS Check will be requested on successful application to a position at the Trust or Academy.
- The Trust operate a no smoking policy.



Person Specification	
Essential Criteria	Method of Assessment
Qualified Teacher Status; degree level or higher	AF/C
Permitted to work in the UK	AF/C
A firm commitment to comprehensive education, with a willingness to teach more than one subject across all abilities.	AF/I
Evidence of teaching at an outstanding level along with the ability to reflect on lessons and continually improve own practice	AF/I
A knowledge of and enthusiasm for your subject; the desire and ability to convey this to the students of the school.	AF/I
A good working knowledge of teaching and learning reflected in own practice, including experience of raising attainment.	AF/I
Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and project based learning activities	AF/I
A willingness to participate fully as part of a faculty team, being an effective team member and leader who demonstrates resilience, motivation and commitment to drive up standards of achievement	AF/I
Ability to lead on assessment, evaluation and attainment of all pupils. Understands and interprets complex pupil data to drive lesson planning	AF/I
Able to set and deliver high expectations for accountability and consistency and embed a culture of learning amongst staff and pupils that creates an ambitious, purposeful and highly motivating environment	AF/I
Excellent classroom practitioner who models, mentors and monitors workplace behaviour	AF/I
A commitment to student support and guidance.	AF/I
Desirable Criteria	Method of Assessment
Experience of working in more than one school / experience as a middle leader	AF/I
A willingness to participate in extra-curricular activities and go above and beyond for our students	AF/I
Ongoing CPD such as middle leader/senior leader course	AF/I/C
To be involved in In-class support across the curriculum and an interest in study skills.	AF/I