



QUALIFICATIONS & EDUCATION	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Qualified Teacher Status • Degree • Professional development or training undertaken in preparation for leadership • Experience of working across a number of primary schools 	<ul style="list-style-type: none"> • Ofsted/HMI experience
EXPERIENCE & KNOWLEDGE	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Experience of successful Headship (school judged good or outstanding by Ofsted) • Experience working as a Local Leader or National Leader of Education (or in an advisory capacity) • Other leadership and management experience • Understanding of current educational provision and the wider school systems • Understanding of high-quality teaching for all pupils, including those with SEN • Effective strategic leadership • Understanding of safeguarding and ensuring the safety of all staff and pupils at all times • Demonstrate the importance of excellent behaviour and positive attitudes to school life • A clear understanding of what constitutes a strong curriculum that is ambitious, and which is sufficiently well planned and resourced to meet the needs of all • Demonstrable understanding and experience of performance management to hold staff to account and address underperformance • Experience of developing leadership throughout a school • Knowledge and experience of working with other schools and organisations • Use of evidence-based research to achieve excellence 	<ul style="list-style-type: none"> • Equivalent level of leadership as HMI/Ofsted or school improvement role with proven impact that has raised standards • Evidence of working within a Multi Academy Trust • Understanding of strong governance within a MAT • Successful experience of SIAMS • Experience of working with SEN provision
SKILLS	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to communicate effectively with different levels of governance and leadership – from Board level to classroom teachers • Ability to lead by example and be a positive role model with excellent communication skills • Ability to use a range of evidence, including data analysis, to effectively drive whole school improvement • Inspirational leadership which encourages all staff to rise to a challenge • Ability to identify and deploy emerging talent, develop excellence and secure effective succession planning • Ability to develop effective partnerships with a range of professionals 	
PERSONAL ATTRIBUTES	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Personal impact and presence • Ambitious standards and high expectations for all staff and pupils • Creative, confident and innovative approach to school improvement • Strong personal motivation and drive • Self-motivated, productive, diligent and thorough • Suitability to work with children/young people • Commitment to the safeguarding of vulnerable young people. • A personal commitment to promoting inclusion, diversity and access. • Commitment to the vision and values of Enhance Academy Trust. 	