

Candidates will only be shortlisted if they have demonstrated that they can meet all the essential criteria.
Please write a letter to support your application to a maximum of 4 pages of font 10.



Essential Criteria

Professional Qualifications	<ul style="list-style-type: none"> • Qualified teacher with Qualified Teacher status • NPQH or equivalent • Evidence of continuing professional development relating to school leadership and curriculum development • Enhanced DBS
Relevant experience	<p><i>We are looking for you to evidence-</i></p> <ul style="list-style-type: none"> • Established Leadership experience • An excellent understanding of early years to KS2 • An grasp of, and commitment to, promoting and safeguarding the welfare of pupils
School culture	<p><i>Please evidence how you have:</i></p> <p>Sustained and further developed a school's ethos and strategic direction through exemplary leadership</p> <p>Created a rich culture where pupils are nurtured to enjoy broad experiences through a positive and enriching school life</p> <p>Promoted a culture of high staff expectations and continuing professional development</p>
Teaching	<p><i>Please evidence how you have:</i></p> <p>Established and sustained high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn and effective use of assessment</p>
Curriculum and assessment	<p><i>Please evidence how you have:</i></p> <p>Valued a broad, structured and coherent curriculum</p> <p>Further developed effective curricular leadership</p>
Behaviour	<p><i>Please evidence how you have:</i></p> <p>Developed and sustained high and consistent expectations of behaviour from all</p>
Additional and special educational needs and disabilities	<p><i>Please evidence how you have:</i></p> <p>Established how the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities</p> <p>Ensured the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils.</p>
Professional development	<p><i>Please evidence how you have:</i></p> <p>Prioritised the professional development of staff, drawing on expert provision to build capacity and support succession planning</p>

Organisational management	<p><i>Please evidence how you have:</i></p> <p>Established the protection and safety of pupils and staff through effective approaches to safeguarding as part of the duty of care</p> <p>Secured and allocated financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds</p> <p>Focussed on the balance between staff workload and wellbeing</p> <p>Managed the current relevance of systems, processes and policies that enable the school to operate effectively and efficiently</p> <p>Developed rigorous approaches to identifying, managing and mitigating risk</p>
Continuous school improvement	<p><i>Please evidence how you have:</i></p> <p>Explored and delivered effective implementation of improvement strategies, which have led to sustained school development over time</p>
Working in partnership	<p><i>Please evidence how you have:</i></p> <p>Forged constructive relationships beyond the school</p>
Governance and accountability	<p><i>Please evidence how you have:</i></p> <p>Understood and welcomed the role of effective governance</p>