

Personal attributes required based on Job Description <i>Essential requirements are those without which an applicant will not be considered for appointment.</i>	Essential (E) Or Desirable (D) Criteria
Qualifications: <ol style="list-style-type: none"> 1. Qualified Teacher Status. 2. Qualified to degree level 3. Relevant post-graduate qualification in education or management. 	<p>E</p> <p>E</p> <p>D</p>
Experience: <ol style="list-style-type: none"> 1. Recent experience as a Headteacher or Deputy Headteacher of a primary school. 2. Tangible record of developing people, strategic thinking, planning and ethical leadership. 3. Tangible record of sustained improvements in the quality of education that demonstrate improved outcomes for pupils, staff and parents. 4. Experience of implementing a successful school-wide behaviour strategy that has supported learning and achievement. 5. Evidence of implementing and sustaining an effective inclusion strategies that benefit pupils. 6. Experience of successful budget management and staff accountability. 7. Experience of working in a multi-academy trust environment. 	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>D</p>
Knowledge and Understanding: <ol style="list-style-type: none"> 1. Detailed knowledge of the current thinking on the curriculum. 2. Working knowledge of the Education Inspection Framework. 3. Ability to interpret, analyse and evaluate school performance information to inform planning. 4. Up to date knowledge of relevant education legislation, research, policy and practice. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>

5. Knowledge and understanding of the role of the Local Governing Body, within a Trust's scheme of delegation	E
6. Working knowledge of the Academies Handbook.	D
7. Understanding of technologies used to support teaching.	D
Skills and Abilities:	
1. Excellent communication skills, with the ability to negotiate and consult effectively.	E
2. Excellent ability to make considered decisions.	E
3. Creative thinker, able to anticipate issues, solve problems and pursue opportunities.	E
4. Ability to operate well in a challenging environment and/or time sensitive way.	E
5. Readiness to seek and respond to advice and guidance.	E
6. Understand the significance of collaborative working to perform effectively as part of the Trust.	E
7. Hold regular development meetings with leaders to support improvement work and accountability.	E
8. Determination to promote equality of opportunity throughout all aspects of school life.	E
9. Ability to enhance an organisational culture that supports and develops colleagues to be able to do their job better.	E
10. A record of professional development that supports and improves your leadership expertise.	E
11. Ability to accurately evaluate performance and develop appropriate strategies to improve outcomes.	E
Other Attributes	
1. Ability to build positive relationships with our stakeholders.	
2. Identify talented colleagues and develop their leadership expertise to build and sustain succession planning across the trust.	E
3. Support and maintain a culture of mutual accountability, engage in professional development and the development of others.	E