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| Specification | Essential | Desirable | Evidence |
| **1.** ***Qualifications*** | * Qualified teaching status
* Evidence of continuous professional development
* A degree qualification – with good honours.
 | * Higher Degree
* NPQH/NPQSL
* Experience as Designated Safeguarding Lead
* SEND Experience
 | Application form |
| **2.** ***Experience*** | * Minimum of five years’ current continuous experience in a secondary setting
* Proven record of outstanding practice as a classroom teacher
* Successful record of having a significant impact on outcomes for all students
* Developing and leading the implementation of strategies to drive whole school improvement
* Successful record of implementing strategies that have had a positive impact on the quality of inclusion, behaviour, welfare and safeguarding in a school
 | * Senior Leadership in a secondary setting
* Experience of learning in challenging settings
* Leading change management processes to ensure school improvement within the Ofsted inspection framework
* Experience of school budgeting and its link to school improvement
 | Application form and interviews |
| **3.** *Education & Organisational Leadership*1. Direction & Vision
2. Driving Performance
3. Teambuilding
4. Development
5. Change Management
 | * Evidence of excellent leadership and management skills
* Ability to build good relationships with all stakeholders
* Understanding of whole school resources
* Current involvement in implementing School Improvement Planning
* Ability to use ICT as a management tool
* Excellent interpersonal and communication skills
* Ability to communicate a clear vision for improving standards
* Tangible evidence of driving performance upwards: staff and students
* Able to demonstrate a pragmatic approach that is focused on delivering objectives, managing diverse priorities and workload
* Able to demonstrate a commitment to the principles of diversity
 | * Demonstrates the ability to build and maintain positive links and relationships with governors, parents and other stakeholders
 | Application form, supporting letter and interviews |
| 4. *Abilities, Skills and Knowledge* | * Ability to teach up to GCSE level
* Comprehensive understanding both of national performance measures for schools and the OFSTED framework for inspections
* Ability to analyse and report on key data documents
* Ability to coach and motivate
 |  | Application form, and interviews |
| **5.** ***Philosophy & Ethos*** | * An understanding of how students learn and an indication of how to meet their needs
* Commitment to high standards and continuing improvement
* An understanding and commitment to equality and inclusion principles and practice
* High expectations of student progress, personal development and conduct
* Relentless personal drive and ambition anchored in success
* Strong support for the ethos and values of United Learning
 |  | Application form, and interviews |
| **6.** ***Community*** | * Ability to work and gain the support of external agencies and community organisations.
* Commitment to working closely with governors to action the vision
* Ability to promote the school within a diverse community
 | * Experience in building wider relationships in a diverse community
 | Application form and interviews |