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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 |