



The successful candidate will have:

Training Experience and Qualifications	Essential	Desirable	Assessed
Honours degree or equivalent	•		AC
Qualified Teacher Status	•		AC
Evidence of a commitment to continued professional development so as to sustain up-to-date knowledge and understanding of education	•		AI
Evidence of continued and relevant professional development in school leadership and/or management		•	ACI
Completed or working towards Leadership qualifications such as; NPQML, participation in Future Leaders Programme, or alternative qualifications.		•	AC
Professional Qualities			
Evidence of clear values and moral purpose which place pupils at the heart of all decisions	•		AIR
Demonstrating personal behaviour consistent with the school ethos and vision	•		ALIPR
Commitment to a curriculum that is creative and relevant to the interests and needs of all pupils, including their well-being	•		APR
Absolute commitment to ensuring the safety and well-being of pupils	•		AI
Proven record of being transparent and accountable to parents, trustees, relevant external bodies and the local community	•		AI
Track record of solution focused support of colleagues	•		AI
Knowledge and Understanding			
Excellent subject knowledge	•		ALR
Awareness of possible national future reform, both subject based and of education as a whole	•		AIP
Understanding of data and the ability to use it effectively to enhance pupil performance	•		ALIT
Experience of teaching across the full age and ability range of an 11-16 school	•		ALR
Experience in the use of ICT in the classroom with the skill to impart that expertise to others	•		ALP

High Achievement with Care & Discipline for All

Professional Skills and Abilities			
Proven successful experience of leadership (such as assistant faculty leader) for 2 or more years in a secondary school	•		AR
Proven successful experience as a middle leader or equivalent for 2 or more years in a secondary school		•	AR
Experience of teaching in more than one school across the whole secondary age range		•	AR
A highly effective teacher with proven consistent good/outstanding teaching in the secondary classroom	•		ALR
Knowledge and understanding of how to maintain and raise the quality of teaching and learning across a department with a proven track record for doing so	•		AITPR
Proven track record of efficient and timely management of workload and a flexible and considered approach to change	•		AIR
Proven track record of analysis, evaluation and communication of progress data to ensure positive outcomes	•		AITPR
Knowledge of systems for formative and summative assessment, and the ability to implement them effectively.	•		ALI
Leadership and Collaboration			
Able to build, communicate and implement a coherent vision for the faculty in consultation with all stakeholders	•		AIPR
Evidence of a drive to encourage and pursue excellence in all aspects of school life and a clear sense of what strategies might be effective for achieving this	•		AIPR
Experience in leading subject specific CPD to colleagues.		•	AI
Proven ability to lead by example and create a shared commitment and responsibility to the school through teamwork, distributed leadership and professional reflection	•		AITPR
Proven ability to adapt to change, able to assess new ideas and embrace them if they improve pupils learning	•		AIPR
Ability to encourage parents to play their part in their child's learning (both in and out of school)	•		AIR
Knowledge and experience of working productively with the trustees (governing body).	•		AIR
Experience in collaborative, purpose driven quality assurance leading to the production of self-evaluation documents, and working with colleagues		•	AIT

Management of People and Resources			
Proven experience of managing people, including staff performance reviews and supporting ongoing professional development		•	AIR
Proven experience of prioritising, setting and managing a range of processes to contribute to school improvement	•		AIR
Proven ability to lead a team with a focus on staff wellbeing, ensuring workloads are manageable and that a supportive, collaborative environment is maintained.		•	AITR
Excellent organisational skills which maintain the smooth running of the faculty whilst maintaining a focus on the long-term vision	•		AITPR
Ability to manage physical resources and oversee budget planning, purchasing and replenishment of T&L resources	•		AI
Leadership and Collaboration			
Excellent interpersonal and communication skills	•		ALITPR
Enthusiasm, Commitment, Flexibility and Resilience	•		ALITPR
Ability to work well on own initiative and as part of a team	•		AITR
Excellent organisational skills	•		AITR
Ability to prioritise work and multi-task	•		AIR
Strong role model for pupils	•		LI
Professional and friendly manner alongside a sense of humour	•		ALRPI

How criteria will be assessed:

- A Application form
- L Lesson observation
- C Certificate
- I Interview
- T Test/Task
- P Presentation
- R References