

| Criteria                               | Essential   | Desirable   | Evidence   |
|--|---|---|--|
| <b>Qualifications</b>                  | <ul style="list-style-type: none"> <li>• Degree</li> <li>• Teaching qualification</li> </ul>  | <ul style="list-style-type: none"> <li>• Higher qualification in education and/or management</li> <li>• Achieved or working towards NPQH</li> </ul>             | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Certificates</li> </ul>   |
| <b>Experience</b>                      | <ul style="list-style-type: none"> <li>• Significant experience at senior leadership level</li> <li>• Proven track record of raising educational standards across all age ranges</li> <li>• 6<sup>th</sup> form experience</li> </ul>   | <ul style="list-style-type: none"> <li>• Experience in at least two schools</li> <li>• Curriculum and pastoral experience at senior management level</li> </ul> | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• Selection process</li> <li>• References</li> </ul> |
| <b>Shaping the Future</b>              | <ul style="list-style-type: none"> <li>• Capacity to recognise and build on the considerable successes of the school and formulate a vision for innovation and improvement</li> <li>• Sound knowledge of current and future educational developments</li> <li>• Experience of successfully leading change and inspiring others</li> <li>• Evidence of leading strategic developments with successful implementation</li> <li>• An understanding of, a commitment to and an empathy with young people that guides them toward academic, spiritual, moral, cultural and social development</li> </ul> | <ul style="list-style-type: none"> <li>• High profile in school and community</li> <li>• Experience of Ofsted inspections</li> </ul>                            | <ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Selection process</li> <li>• References</li> </ul>                             |
| <b>Leading Learning &amp; Teaching</b> | <ul style="list-style-type: none"> <li>• Ability to lead and inspire high quality learning and teaching</li> <li>• Ability to inspire, demonstrate and support the highest of expectations for all</li> <li>• Commitment to include and make a difference for every child</li> <li>• The ability to comprehensively interrogate and interpret data to monitor progress in student's learning and determine appropriate</li> </ul>   | <ul style="list-style-type: none"> <li>• Proven experience of implementing curriculum changes</li> </ul>  | <ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Selection process</li> <li>• References</li> </ul>                             |

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|  | <ul style="list-style-type: none"> <li>• support/intervention as appropriate</li> <li>• Curriculum review, evaluation, management and development</li> </ul>  |  |  |
| <b>Developing Self and Working with Others</b> | <ul style="list-style-type: none"> <li>• Skill to set appropriate and challenging targets</li> <li>• Capability to make and take decisions and delegate appropriately</li> <li>• Commitment to the encouragement, empowerment and training of staff</li> <li>• Commitment to own self development</li> <li>• Directing and co-ordinating the work of others, effectively devolving responsibilities and delegating tasks</li> </ul> |  | <ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Selection process</li> <li>• References</li> </ul> |

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|----------------------------------|---|--|--|
| <b>Managing the Organisation</b> | <ul style="list-style-type: none"> <li>• Capacity to build on and manage high performing teams</li> <li>• Ability to use strong and effective management systems underpinned by clear communication</li> <li>• Ability to produce and implement appropriate improvement plans and policies</li> <li>• Commitment to the continuation of our strong links and partnerships with governors, staff, parents, pupils, the wider community and other schools</li> <li>• Knowledge of financial management</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of financial management</li> </ul> | <ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Selection process</li> <li>• References</li> </ul> |
| <b>Securing Accountability</b>   | <ul style="list-style-type: none"> <li>• Ability to delegate responsibility with accountability</li> <li>• Capacity to sustain the ongoing improvement of results</li> </ul>  |  | <ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Selection process</li> <li>• References</li> </ul> |

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| <b>Strengthening Community</b>             | <ul style="list-style-type: none"> <li>• Commitment to promoting community links and cohesion</li> <li>• Ability to recognise and build on the school's excellent multi-agency links</li> </ul>   | <ul style="list-style-type: none"> <li>• Providing leadership within the Community and with a range of partners</li> </ul> | <ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Selection process</li> <li>• References</li> </ul> |
| <b>Personal Qualities &amp; Attributes</b> | <ul style="list-style-type: none"> <li>• Passionate about education</li> <li>• An effective communicator</li> <li>• Interpersonal awareness and concern for impact</li> <li>• Resilient</li> <li>• Lead by example with high professional standards</li> <li>• Dynamic and motivational</li> <li>• Ability to reflect and respond to advice</li> <li>• Personal humility</li> </ul> |  | <ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Selection process</li> <li>• References</li> </ul> |
| <b>Safeguarding Children</b>               | <ul style="list-style-type: none"> <li>• Commitment to the safeguarding, well-being, value and aspiration of all students</li> </ul>  |  | <ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Selection process</li> <li>• References</li> </ul> |