

<b>Essential</b>	<b>Desirable</b>	<b>How this will be identified</b>
<p><b>Training and Qualifications QTS</b></p> <ul style="list-style-type: none"> <li>• Degree</li> <li>• Relevant or recent development that prepares the applicant for this post</li> <li>• Be willing to undertake further training where relevant</li> </ul>	<ul style="list-style-type: none"> <li>• NPQH</li> <li>• Higher Degree or equivalent</li> <li>• Attendance on course related to Budget Management</li> <li>• DSL trained</li> </ul>	Application form
<p><b>Experience of teaching and school leadership</b></p> <ul style="list-style-type: none"> <li>• A proven record of highly successful teaching and achievement with the ability to demonstrate outstanding practice to others</li> <li>• Successful teaching experience in at least two key stages within the Primary phase</li> <li>• Significant experience of managing staff and leading whole school initiatives</li> <li>• A commitment to learning and teaching and a proven track record of delivering strategies which raise standards for all pupils</li> <li>• Evidence of the effective use of monitoring and evaluation strategies that raise the quality of teaching and learning, and pupil outcomes</li> <li>• Experience of whole school leadership with evidence of having made a major impact on standards</li> <li>• Ability to explain how children learn in a high achieving and successful school</li> <li>• Evidence of the development of policy</li> <li>• Evidence of building and sustaining effective working relationships with staff, governors and parents in the wider community</li> <li>• Experience of analysing data to identify areas for improvement and demonstrate impact</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of successful curriculum design</li> <li>• Proven track record of raising standards for disadvantaged and vulnerable groups</li> <li>• Evidence of system leadership (SLE, lead practitioner)</li> <li>• Responsibility for leading a core subject across the school</li> <li>• Experience of working with a Governing Body</li> <li>• Experience of teaching in all three primary phases</li> </ul>	Application form  Interview                    Interview
<p><b>Vision and Strategy</b></p> <ul style="list-style-type: none"> <li>• Able to clearly communicate their strategic vision; and to motivate and inspire all stakeholders in the constant pursuit of excellence</li> <li>• Able to support the ethos and aims of the RSA and CRSAAT</li> <li>• A commitment to Equal Opportunities in its widest sense and a clear understanding of the differing barriers to achievement for different groups</li> </ul>		Interview



<p><b>Strategic Leadership and Management</b></p> <ul style="list-style-type: none"> <li>• Strong evidence of strategic planning and delivery</li> <li>• Evidence of leading by example in order to promote the school’s vision</li> <li>• The ability to build a constructive and candid relationship with governors</li> <li>• Use of effective performance management processes, the ability to identify and acknowledge excellence, and the resolve to challenge inadequate performance at all levels</li> <li>• Experience of successful leadership and of building teams and a commitment to staff development at all levels</li> <li>• Experience of managing pupil behaviour processes and procedures</li> </ul>	<p>Experience of managing HR issues</p>	
<p><b>Accountability and Financial Management</b></p> <ul style="list-style-type: none"> <li>• Awareness of managing and overseeing budgets and an understanding of the responsibilities of the Principal</li> </ul>	<p>Managed a whole school budget</p>	<p>Interview</p>
<p><b>Skills and Knowledge</b></p> <ul style="list-style-type: none"> <li>• Possess an in-depth understanding of national education priorities and trends, including an up-to-date knowledge of Ofsted requirements</li> <li>• Have an analytical and evidence-based approach with a clear understanding of data, and of how to use data appropriately</li> <li>• Be systematic and thorough, paying attention to detail at all operational levels of the school environment</li> <li>• Be able to create a culture of openness, challenge and desire to improve</li> </ul>		<p>Application form interview</p>
<p><b>Communication</b></p> <ul style="list-style-type: none"> <li>• Have excellent verbal and written communication skills</li> <li>• Have the ability to think creatively, anticipate and solve problems</li> <li>• Ability to be an engaging oral communicator who can adapt to a wide range of audiences</li> <li>• Ability to be a good listener and to value and be receptive to the ideas and concerns of others</li> <li>• Ability to be a responsive communicator who understands the benefits of the use of a variety of media (including social media) to communicate the vision, ethos and operational aspects of the school</li> </ul>		<p>Application form Interview</p>



<p><b>Pupils</b></p> <ul style="list-style-type: none"><li>• Ability to develop a philosophy of high aspiration and expectation for every pupil</li><li>• The ability to maintain and build up high standards of pupil behaviour with a highly visible presence in the school</li><li>• An understanding of the need to develop a strong pastoral system that protects and safeguards pupils, and encourages them to enjoy school and achieve their potential whatever their starting points</li><li>• Ability to lead a truly inclusive school</li></ul>		Interview
<p><b>Personal Attributes</b></p> <p>The candidate must have:</p> <ul style="list-style-type: none"><li>• A commitment to the values of CRSAAT</li><li>• Professionalism, loyalty and integrity, valuing diversity and the unique place and contribution of every individual in the learning community</li><li>• Management skills and ability to maximise available resources to support and coach staff</li><li>• The ability to work independently and as part of a team</li><li>• The ability to maintain successful working relationships with other colleagues</li><li>• The ability to motivate and inspire all members of the school community</li><li>• A commitment to delivering high-quality education for pupils and their families</li><li>• A commitment to their own professional development</li><li>• High levels of drive, optimism, passion, resilience and energy, and a good sense of humour</li><li>• Excellent time management skills</li></ul> <p>The candidate must be:</p> <ul style="list-style-type: none"><li>• Adaptable to changing circumstances and new ideas and be able to make decisions based on sound judgement</li><li>• Self-aware, energetic, enthusiastic, reliable, approachable, highly visible (with personal impact and presence)</li><li>• Self-motivated with a high level of organisational skills and the ability to prioritise workloads effectively, making professional management and</li></ul>		Interview



<p>organisational decisions based on informed judgements</p> <ul style="list-style-type: none"><li>• Confident with effective leadership skills: decisive, analytical, motivating, inspirational and empowering</li><li>• Committed to equality, diversity and inclusion</li><li>• Able to recognise and use the skills and abilities of staff and governors to optimise the schools' success</li><li>• Emotionally resilient; able to remain calm in difficult situations and handle change</li></ul>		
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