Ducklington CE Primary School

**The following criteria will be used for selection purposes:**

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| **QUALIFICATIONS** | **ESSENTIAL/ DESIRABLE** |
| Qualified Teacher Status with graduate level qualification | E |
| Evidence of recent and appropriate professional development | E |
| Degree | E |
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| **PROFESSIONAL EXPERIENCE** | **ESSENTIAL/ DESIRABLE** |
| An experienced head teacher with substantial and varied teaching experience across the primary age range  | E |
| Evidence of successfully leading school improvement at whole school level, including use of research-informed practices | E |
| Actively support and develop the distinct Christian ethos of our school | E |
| Evidence of strategies to review, evaluate and improve teaching, learning and behaviour  | E |
| Demonstrate the ability to ensure the school has a high expectation of behaviour  | E |
| Experience of working collaboratively with Governors, including driving continual improvement in the focus areas agreed | E |
| Demonstrates ability to use performance data and wider evidence to identify, formulate,implement, monitor and evaluate targets for the school | E |
| A proven track record of raising pupil’s achievement across a wide range of abilities and social contexts | E |
| High capability and experience of Safeguarding procedures and practices  | E |
| Able to develop and communicate a shared vision for success for a school  | E |
| Working effectively in partnership with parents, governors and other key stakeholders | E |
| Successful line management and staff development, developing the leadership and talents of others.  | E |
| Experience of strategic financial planning, budget management and the management of resources | E |

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| **PROFESSIONAL KNOWLEDGE** | **ESSENTIAL/ DESIRABLE** |
| An up-to-date understanding of national education policy, curriculum developments and the statutory and legal framework within which a school operates, including the new OFSTED framework. | E |
| Sound understanding and commitment to all professional statutory duties, including HR and safeguarding policies and practices. | E |
| An excellent knowledge of, and proven commitment to, the SEND Code of Practice and the promotion of inclusion  | E |
| Commitment to promoting children’s personal development, wellbeing, safeguarding and protection and knowledge of relevant processes and protocols | E |
| Understanding of the importance of strong governance and ability to actively support the governing board to deliver its functions effectively | E |

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| **PERSONAL QUALITIES** | **ESSENTIAL/ DESIRABLE** |
| The ability to provide inspirational, enthusiastic and innovative educational leadership  | E |
| Resilient individual who can lead with compassion and conviction  | E |
| Remain calm, focused and confidence in the face of challenges  | E |
| Have a strong, positive personal impact, conveying authority, approachability and care for all | E |
| An approachable individual who can multitask and prioritise effectively  | E |