

| Attributes | Essential | Desirable | How identified |
|--------------------------------|--|--|--|
| 1. Qualifications | <ul style="list-style-type: none"> • QTS • Degree | <ul style="list-style-type: none"> • Recent relevant INSET in preparation to lead/manage a pastoral team | Application form |
| 2. Experience | <ul style="list-style-type: none"> • Clear evidence of excellent teaching over time • Substantial experience of teaching across the 11-16 age range of students • Experience of using school data and information to support student achievement and behaviour • Experience of working with students in a non-academic setting • Experience of building effective relationships with students, staff and parents | <ul style="list-style-type: none"> • Experience of leading a team of people in a positive, effective manner • Experience of leading CPD or working with individual teachers to improve the quality of their teaching • Experience of working with external agencies | Application form Supporting letter Selection process References |
| 3. Skills and knowledge | <ul style="list-style-type: none"> • Clear understanding of strategies and approaches that support the climate for learning through building positive relationships • Clear understanding of strategies to support student attendance • Clear understanding of safeguarding in schools • Clear understanding of how to analyse and use information to raise achievement • Clear understanding of how to meet the needs of all students • An ability to plan strategically | <ul style="list-style-type: none"> • Understanding of how to accurately evaluate the impact of school policies and procedures | Supporting letter Selection process |
| 4. Personal qualities | <ul style="list-style-type: none"> • A passion to make a difference to young people's lives through education • Ability to build effective working relationships • An ability to communicate effectively with students, staff, parents, members of the community and external agencies • Enthusiastic, resilient & solution focused • An effective team member, who works well with other people • An ability to build effective teams and motivate others • To like young people and to be liked by them • A drive to make things happen • Not to settle for good, but always strive to improve • A commitment to safeguarding and equality • Confident using modern technologies • Sense of humour | <ul style="list-style-type: none"> • Aspiration for Senior Leadership | Supporting letter Selection process References |
| 5. Other | <ul style="list-style-type: none"> • Letter of application (max 2 sides A4, font 11) • Enhanced DBS disclosure • Satisfactory health check • A commitment to sustain regular attendance at work | | Application School checks |

