

Gilded Hollins Community Primary School

[A] Philosophy, Professional Knowledge and Understanding

The successful candidate will have:	Essential	Desirable	Source
Experience of leading school assembly	E		A,I
A strong commitment to developing and enriching the ethos of the school and an understanding of the nature and purpose of education	E		A,I
Understanding of leadership role in development of pupils and staff	E		A,I
A clear passion for teaching and learning	E		I,R,O

[B] Qualifications

The successful candidate will have:	Essential	Desirable	Source
Qualified teacher status	E		A,CC
Degree or Equivalent	E		A,CC

[C] Professional Development

The successful candidate will have:	Essential	Desirable	Source
Evidence of appropriate professional development	E		A
Evidence of successfully undertaking appropriate Child Protection training	E		A,I,CC

[D] School leadership and management experience

The successful candidate will, or could, have:	Essential	Desirable	Source
The ability to create and secure a shared commitment to a clear vision for education	E		I, R
Substantial and current experience as a leader in a primary school	E		A,I,R
The ability to inspire and motivate staff, pupils, parents and governors	E		I,R
The ability to deal sensitively and empathetically with people	E		I,R
The ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these	E		A,I,R
Implemented and developed a whole school initiative and evidence of impact	E		A,I,R
Evidence of effective monitoring and evaluation of teaching and learning	E		A,I,R
An awareness or experience of the financial management of a primary school.		D	A,I,R
Had a key involvement in reviewing and developing the curriculum and/or policy	E		A,I,R
To have had experience of and ability to contribute to staff development across the primary range. (e.g. coaching, mentoring, INSET for staff).	E		A,I,R
Act as a role model for children and staff by setting the highest personal and professional standards	E		I,R

[E] Teaching and Learning

The successful candidate will, or could, have:	Essential	Desirable	Source
A thorough understanding of successful teaching and learning strategies	E		I,O
The ability to secure strong relationships with children	E		I,O
High expectations of pupils' behaviour and attitudes to learning	E		I,O
Experience of teaching in more than one school		D	A,I
Significant teaching experience within the primary phases (across key stages desirable)	E		A,I,R
A working and current knowledge and understanding of all three key stages in the primary phase	E		A,I,R
Advanced understanding of effective Assessment for Learning (AfL) strategies	E		A,I,O
Evidence of being a creative, dynamic and innovative teacher	E		A,I,O

[F] Professional Attributes & Skills

The successful candidate will have:	Essential	Desirable	Source
Evidence of being a leader of learning demonstrating, promoting and encouraging outstanding classroom practice.	E		A, I,O
An understanding, awareness and empathy for the needs of the pupils at this school and how these could be met.	E		I
Excellent organisation skills	E		I
The ability to direct and coordinate the work of others.	E		I
Excellent written and oral communication skills	E		A,I
The ability to build and maintain quality relationships using interpersonal skills	E		A,I,O
A good commitment to sustained attendance at work	E		A,I,R
High expectations which inspire, motivate and challenge pupils.	E		A,I,O
The ability to promote the good progress of, and positive outcomes for, pupils.	E		A,I,O
Good subject and curriculum knowledge.	E		A,I,O
The ability to plan and teach well-structured lessons.	E		A,I,O
The flexibility to adapt teaching to respond to the strengths and needs of all pupils.	E		A,I,O
The ability to make accurate and productive use of assessment.	E		A,I,O
The skills to be able to manage behaviour effectively.	E		A,I,O
The ability to fulfil wider professional responsibilities.	E		A,I,R

[G] Personal Qualities

The successful candidate will be able to:	Essential	Desirable	Source
Demonstrate willingness to go 'the extra mile' for our children (e.g. extra-curricular, enrichment activities/trips)	E		I
Inspire, challenge, motivate and empower teams and individuals to achieve high goals	E		A,I
Inspire trust in the school community	E		I,R

Show positivity and enthusiasm	E		A,I,O
Demonstrate personal motivation and commitment to leadership aimed at making a positive difference to children	E		A,I
Evidence their personal and professional integrity, including modelling values and vision	E		I,R
Liaise effectively with parents	E		A,I
Manage and resolve conflict	E		I
Think strategically, analytically and creatively and show initiative in solving problems	E		I
Reflect on their own professional practice and act accordingly	E		I,R
Demonstrate a capacity for sustained hard work with energy and vigour	E		I,R

[H] Confidential References and Reports

Positive recommendation from all referees, including current employer (for deputy headship this should be Chair of Governors or headteacher; for headships this should be Chair of Governors)	E
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The governors reserve the right in exceptional cases to seek additional references from other former employees where this seems appropriate.

[I] Application Form and Supporting Letter

The form must be fully completed and legible. The supporting letter should be clear, concise and related to the specific post. The length of the letter **should not exceed three sides of A4 and should be in Arial font 11.**

A – Application

O – Observation of practice

I – Interview process (including tasks)

R - Reference

CC = Checking Certificates