

**Headteacher at Risedale School**

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria within the National Standards for Headteachers.

<b>QUALIFICATIONS AND TRAINING</b>	<b>Essential on appointment</b>	<b>Desirable on appointment (if not attained, development may be provided for successful candidate)</b>
Qualified Teacher status	x	
Further professional/academic study e.g. MA		x
Evidence of gaining or working towards NPQH or NPQEL qualification or equivalent		x
Evidence of continuous professional development used to develop self and others including recent leadership training and development	x	
<b>SKILLS AND KNOWLEDGE</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>
A detailed understanding of current legislation relating to schools and of national and local education priorities	x	
Up-to-date knowledge of school improvement planning, evaluation, and quality assurance processes	X	
Knowledge of the statutory documentation and legislation applicable to the leadership and management of schools including child protection, the SEND Code of Practice, inclusion and health and safety	X	
An excellent understanding of outstanding curriculum design and implementation	X	
Knowledge of a range of effective communication strategies including for developing and maintaining high standards of attainment, behaviour, and attendance	X	
Up-to-date knowledge of research relating to education and of current and emerging Ofsted policy and practice	X	
<b>EXPERIENCE</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>
Experience across the appropriate age range	x	
Significant and successful experience of school leadership and performance management of staff		
Experience of using data, and other contextual information insightfully to meet challenging targets	x	
Experience with whole-school organisational management, ensuring systems, processes and policies are effectively developed and implemented	x	
Evidence of communicating and working effectively with governors and other key stakeholders	x	
Experience of implementing professional development strategies for staff to ensure quality provision and outcomes for pupils	x	
Experience of an Ofsted inspection at a leadership level		x

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies;

<b>Key Competencies</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>
Passionate commitment to education	<b>x</b>	
Clarity of vision	<b>x</b>	
Strategic thinking	<b>x</b>	
Building networks	<b>x</b>	
Adhering to principles and values	<b>x</b>	
Partnership working	<b>x</b>	

<b>SAFEGUARDING</b>	<b>Essential on appointment</b>
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	
Demonstrate a commitment to safeguarding and the welfare of children and young people	<b>x</b>
Ability to form and maintain appropriate relationships and personal boundaries	<b>x</b>
Emotional resilience in working with challenging behaviours	<b>x</b>
Appropriate use of authority and discipline	<b>x</b>