

<p>Leading teaching and learning</p> <ul style="list-style-type: none"> • Demonstrate a drive to instil an expectation of high standards and good progress in all pupils ✓ • Review, develop and manage the curriculum for the whole of the primary age range, including early years. ✓ • A track record of enabling teachers to secure consistently good and outstanding quality teaching for all pupils. ✓ • Willing to challenge average and below average performance through monitoring, evaluation and target setting and appraisal and putting in place individual plans to ensure progress by all pupils. ✓ • Encourage and implement an inclusive caring and respectful learning environment. ✓ • Create a climate that promotes and values achievement for all. ✓ • Promote 'well-being' for all children. ✓ 		
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<p>Successful staff development</p> <ul style="list-style-type: none"> • Conversant with an appraisal process and understand the requirements for teachers to achieve expectations. ✓ • Raise expectations through the demand of high standards of performance ✓ • Plan effectively leading to clear delegation of tasks and devolution of responsibilities. ✓ • Ensure staff training and inset is linked to the School Improvement Plan and monitor the impact of training in raising standards and the quality of teaching. ✓ • Ensure workloads are manageable and outcomes are achievable. ✓ • Communicate effectively and appropriately to a wide range of stakeholders. ✓ 		
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<p>Managing the organisation</p> <ul style="list-style-type: none"> • Establish and sustain appropriate organisational structures and systems. • Manage the school efficiently and effectively on a day to day basis. • Focused and determined in leading the school to be outstanding in standards, teaching, pupil progress, behaviour, safety, leadership and management. • Identify strengths and weaknesses in the school and produce an action plan to respond to findings. • Prioritise issues for school improvement and actively monitor as well as evaluate progress against action plan • Demonstrate robust financial and resource management skills • Demonstrate a commitment to work with governors to enable them to meet their responsibilities. • To ensure Health and Safety legislation is observed. • Knowledge/experience of risk assessment processes and monitoring. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>
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<p>Personal qualities</p> <ul style="list-style-type: none"> • Continue to promote Belmont Grosvenor’s strong educational philosophy and values. • Inspire, challenge, motivate and empower teams and individuals to achieve high goals. • Be a positive role model at all times, a highly effective and respected representative of BGS. • Be approachable, person centred. • Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people. • Build and maintain quality relationships through interpersonal skills and effective communication. • Demonstrate personal and professional integrity, including modelling values and vision. • Inspire trust and confidence across the school and community. • Manage and resolve conflict. • Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others. • Demonstrate a capacity for sustained hard work with energy and vigour. • Responsive to change, adaptable and responsive. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
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<p>Safeguarding</p> <ul style="list-style-type: none"> • Displays a commitment to the protection and safeguarding of children and young people • Has up-to-date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, children and young people • Will co-operate and work with the relevant agencies to protect children. • Committed to establishing and sustaining a safe learning environment. 	<p>✓ ✓ ✓ ✓</p>	
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<p>Educational qualifications and training</p> <ul style="list-style-type: none"> • Qualified teacher status. • NPQH • Evidence of recent and relevant continuing professional development. • ISI or OFSTED inspector 	<p>✓ ✓</p>	<p>✓ ✓</p>
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