

Person specification



School:

	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> Qualified teacher status 	<ul style="list-style-type: none"> Further Professional Qualifications. 	<ul style="list-style-type: none"> Application form. Selection Process. Certificates.
Experience	<ul style="list-style-type: none"> Effective classroom practitioner with a good knowledge and understanding of how children learn. Successful experience of curriculum leadership within the primary phase. Experience of successful and co-operative working as a member of a team. A range of leadership, management and teaching experience. Experience of the successful leadership of change which has impacted on teaching and learning and standards across the school. Evidence of improving the skills of other practitioners. Experience in leading safeguarding practice. An understanding of the effective use of pupil premium funding and the tracking of its impact. 	<ul style="list-style-type: none"> Teaching experience in more than one Key Stage Experience of leading the pupil premium strategy at school level 	<ul style="list-style-type: none"> Application form. Selection Process. Work related testing. References.
Professional Development	<ul style="list-style-type: none"> Curriculum management that has resulted in successful change and effective practice. Experience of planning and managing high quality training and sustained professional development. Significant contribution and evidence of impact on the professional development of other colleagues in school. Recent relevant in-service training regarding primary curriculum. 	<ul style="list-style-type: none"> Evidence of further study - this could be ongoing, for example Middle Leadership Development Programme, Aspiring Leaders, NPQSL. 	<ul style="list-style-type: none"> Application form. Selection Process. Work related testing. References.
Skills/knowledge	<ul style="list-style-type: none"> Ability to communicate effectively in a variety of situations with all stakeholders. Ability to lead by example with integrity, creativity, resilience and clarity. Proven leadership skills. Ability to promote an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other. 	<ul style="list-style-type: none"> Knowledge and understanding of administration and budget management processes. Knowledge of administrative procedures. 	<ul style="list-style-type: none"> Application form. Selection Process. Work related testing. References. Professional Profiling Exercise.

	<ul style="list-style-type: none"> • Curriculum management – planning, delivery and assessment. • Ability to analyse and evaluate school self-evaluation information including the use of external and internal data in order to accurately prioritise strategic leadership objectives. • Developing assessment procedures that impact on pupil outcomes across the wider curriculum. • Ability to initiate and lead change by inspiring and influencing others. • Experience, knowledge and understanding of education partnerships. • Ability to demonstrate enthusiastic, sensitive, resilient and appropriate focused leadership whilst working with others. • Ability to promote high quality care, guidance and support for pupils and parents. • A clear vision and understanding of the needs of all pupils in order to diminish differences in attainment and progress between pupil groups. • Detailed knowledge of the structure and content of the current primary and Early Years curriculum. • Understanding and knowledge of current issues in education. 		
Personal Qualities	<ul style="list-style-type: none"> • Evidence of being able to build and sustain effective working relationships with staff, Governors, parents and the wider community. • Flexibility and adaptability in order to be able to mix with a wide range of people. 		<ul style="list-style-type: none"> • Application form. • Selection Process. • Work related testing. • References. • Professional Profiling Exercise.

Any relevant issues arising from references will be taken up at interview.

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.