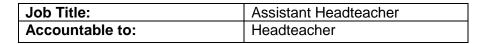
## **Person Specification**





The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

E - Essential on appointment, D-Desirable on appointment

Assessment method (AM): Certificates/ Qualifications (C); Application Form (A); Reference (R); Interview Process (I)

Qualifications and Training	E	D	AM
Graduate or Equivalent	Χ		С
Qualified Teacher Status	X		С
Evidence of recent and relevant further professional development e.g. SENDCo		Χ	А
Experience and knowledge			
Substantial primary teaching experience	Х		A/I
Experience of working in a number of settings in the appropriate age range		Χ	A/I
Outstanding classroom teacher and role model for others	Х		A/R/I
Successful leadership experience across the appropriate age range	Х		A/R/I
Able to talk about characteristics of effective primary teaching and learning strategies	.,		A /I
used to raise pupil attainment and achievement	X		A/I
Successful experience of leading and managing change, development and improvement	Х		A/I
The ability to set high and clear expectations, to hold others accountable for their	V		۸ /۱
performance and the contributions they make to the school community	X		A/I
Detailed knowledge of the primary curriculum	Х		A/I
Successful experience of curriculum design and implementation	Х		A/I
Experience as a SENCO and detailed knowledge of SEN Code of Practice		Χ	A/I
A good understanding of whole school issues	Х		A/I
Skills and abilities			
Able to motivate, promote good relationships and effectively communicate with all	Х		A/R/I
stakeholders	^		A/ N/ I
Prioritise, plan and organise self and others	X		A/R/I
Approachable, caring and empathetic			R/I
Excellent presentation skills		Χ	I
High level of oral, written and ICT skills		Χ	A/R/I
Able to inspire, challenge and motivate others	Χ		A/R/I
Strategic planning and thinking	Χ		A/R/I
Anticipate problems, develop creative solutions	Χ		A/R/I
Set and achieve ambitious, challenging goals and targets for self and others	X		A/R/I
Safeguarding			
Demonstrate a commitment to safeguarding and the welfare of children	Х		A/R/I
Experience of managing the school's responsibility for safeguarding pupils' wellbeing and		V	Λ /D /I
providing a safe environment in which pupils can learn.		X	A/R/I
Recent accredited safeguarding training	Χ		Α
Personal Qualities			
Displays a passionate commitment to education	Χ		A/I
Demonstrate a concern for the pastoral and spiritual welfare of all in school	Х		A/I
Builds effective teams	Χ		A/R/I
Is reflective	Χ		A/R/I
Committed to inclusion	Х		A/R/I