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| **Specification** | **Essential** |
| **Qualifications** | * Good first degree or equivalent academic qualification * Qualified teacher status |
| **Experience** | * Effective practices in the promotion and achievement of raising attainment * Proven record of tracking and monitoring student progress and implementing effective intervention strategies * Experience of inter-agency work * Experience in working with EAL, SEN and G&T children * Experience as a mentor, coach or performance management team leader |
| **Knowledge and understanding** | * Evidence of on-going professional development * Proven track record as a successful teaching practitioner within a whole class setting * Understanding of successful leadership and management within a school or other educational setting * Ability to provide professional leadership and management of a staff team and contribute to the work of other teams to secure high quality teaching * Knowledge of relevant legislation - in particular of the SEND Code of Practice, equal opportunities and disability discrimination legislation and how these apply to pupils with Statements as well as those without * Knowledge of the range and type of interventions available and be able to apply these appropriately in the context of the School's resources and the individual child |
| **Personal Qualities** | * Drive, sense of purpose, commitment and perseverance * Ability to inspire, challenge, motivate and empower teams and individuals to achieve * Excellent interpersonal skills * Demonstrate resilience, optimism and empathy * Ability to work in a fluid and changing environment * Excellent communication and presentation skills, oral and written * Ability to think analytically and creatively and demonstrate initiative in solving problems * Be aware of own strengths and areas for development. Listen to and reflect upon feedback and act appropriately |
| **Desirable but not essential** | * Further relevant professional or academic qualifications * Leading on curriculum initiatives to raise standards * Successful leadership of whole school initiatives (core subject areas would be ideal) |

Whitehall Primary

Class Teacher and Subject Lead Personal Specification