



PERSON SPECIFICATION: Phase Leader

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Education to degree standard • Evidence of professional development • Agreement of undergo an enhanced DBS check on appointment 	<ul style="list-style-type: none"> • Evidence of personal commitment to continuous professional development
Experience and Attainments	<ul style="list-style-type: none"> • Evidence of 'Outstanding' practice, including teaching, learning and assessment • A proven track record in raising achievement within own teaching • Experience of raising achievement through intervention in teaching process. • A working knowledge of whole school data systems and national expectations. 	<ul style="list-style-type: none"> • Understanding of value added and other data to support raising standards. • Evidence of the development of policy or curriculum schemes of work • Successful teaching experience in more than one year group. • Proven experience of successful middle leadership in a school showing the ability to convert strategy into results. • Proven record of innovation and leading change successfully. • Responsibility of leading an improvement area in school • Experience of monitoring classroom performance. • Clear evidence of whole school impact through recent work • Confidence to hold people accountable for their performance.
Skills and Attributes	<ul style="list-style-type: none"> • Stand out class teacher • Excellent oral and written communication skills • Ability to challenge and inspire colleagues • Ability to manage the implementation of change sensitively • Ability to lead and work as part of an effective team and be willing and flexible to support when needed. • Promotion of positive behaviour strategies and constructive handling of problems. 	<ul style="list-style-type: none"> • Evidence of understanding of strategic management in a large school • An understanding of/and experience of working towards whole school awards • Ability to coach and mentor individuals to achieve specific outcomes.

General Qualities and Expectations	<ul style="list-style-type: none"> • A commitment to involvement in the outside activities of the school including those of pupils, staff, governors and the wider community. • Ability to take responsibility for others' performance • Ability to organise, prioritise and delegate • Enthusiasm and humour • Ability to manage a positive work/life balance • Good team player who is flexible • A commitment to providing extra-curricular activities and an understanding of its impact upon school ethos. • Ability to manage time effectively and work to deadlines. • A love of learning and a love of new and exciting education opportunities • Committed to safeguarding and promoting the welfare of children and young people 	
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