

T.E.A.M EDUCATION TRUST

**Person Specification – Trust Primary Development and Assistant Principal (Whaley Thorns)**

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|  | **Essential** | **Desirable** | **Evidence stage** |
| **Qualifications & Experience** | * Qualified Teacher Status
* Degree
* Evidence of experience in a Primary Setting
* Evidence of excellent classroom practice
* Evidence of effective inclusive teaching and performance
* Primary Leadership Experience
* Experience of providing for the educational needs of all pupils including SEN
* Sound understanding of the teaching of early reading and phonics
* Experience of effectively leading others
* Subject leadership
 | * Other higher professional qualifications
* Leadership qualification or willingness to undertake (NPQSL / ML)
* Being responsible for an area of the curriculum
* Leading an area of school improvement
* Experience of supporting ECTs/ University Students
 | A/I/R |
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| **Knowledge & Undertsanding** | * Operational and practical understanding of promoting safeguarding of children within the school
* The principals and practices of outstanding teaching and learning and planning and delivery
* Thorough knowledge and understanding of the National Curriculum
* Improvement strategies for pupil attainment
* Broad spectrum curriculum knowledge and the school’s duty to provide for the needs of all pupils
 | * The assessment, recording and reporting of statutory assessments
 | A/I/R |
| **Skills and Abilities** | * Ability to inspire confidence in staff, students , parents and others
* Be able to build positive relationships with a range of stakeholders
* Communicate effectively (both orally and in writing) to a variety of audiences
* Show evidence of good interpersonal skills as a team member, and in handling sensitive situations in a wider context
* Promote the subjects effectively within the school
* Promote the school’s aims positively and use strategies to monitor motivation and morale
* Have exemplary classroom practice
* Have up to date ICT skills and knowledge, and how to use these to enhance learning
* Reliability, integrity and stamina
* Vision, imagination and creativity
* Ability to communicate effectively in a variety of formats to a variety of audiences, to include delivery of training
* Prioritise and manage own time effectively
* Work under pressure and to deadlines
* Ability to use own initiative
 | * Working with Governors and/or parent groups
* Experience of leading change and setting targets
* Motivate others to achieve their best and enhance their self-esteem
 | A/I |
| **Professional Development** | * Evidence of continuing and recent professional development
 |  | A/I/R |
| **Values** | * An awareness of the School/Trusts equal opportunities policy
* Displays commitment to the protection and safeguarding of young people
* Values and respects the views and needs of young people
* Is willing to work within organisational procedures and processes and to meet required standards for the role
* Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children
 |  | A/I |
| **Personal Qualities** | * High levels of organisation
* Able to think creatively
* Vision
* Initiative
* Calm
* Determined and self-motivated
* Open-minded
* Positive
* Diplomatic
* Self-confident
* Assertive
* Empathetic
* Hard-working
 |  | A/I/R |

**Key:**

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| **A** | **Application** | **I** | **Interview** | **R** | **Reference** |