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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** |