**Person Specification – Key Stage Leader**

|  |  |  |
| --- | --- | --- |
| **Qualifications and Training** | **Essential** | **Desirable** |
| A Degree | X |  |
| QTS | X |  |
| A relevant leadership qualification. |  | X |
| Evidence of engagement in and a commitment to continuing professional development and future progression. | X |  |
| Recent safeguarding training. |  | X |
| **Experience** |  |  |
| At least four years’ full-time teaching experience, displaying exemplary practice. | X |  |
| Leading or managing other staff members in a school environment. | X |  |
| Contributing to whole-school self-evaluation and/ or developing school policies. | X |  |
| Managing, monitoring and evaluating the quality of teaching and learning e.g. within a core subject. | X |  |
| Experience of Read Write Inc. Phonics or Spelling programmes. |  | X |
| **Knowledge and skills** | **Essential** | **Desirable** |
| Demonstrate leadership qualities by leading, motivating and working effectively with other members of staff. | X |  |
| A sound knowledge and understanding of current theory and best practice for teaching and learning. | X |  |
| Managing, planning, assessment and record- keeping, and how these can affect pupil outcomes. Raise standards of achievement | X |  |
| Effectively supporting pupil wellbeing and behaviour. | X |  |
| An understanding and experience of administering SATs. |  | X |
| Good knowledge of ICT for teaching, learning, assessment and communication. | X |  |
| Create a stimulating, challenging and purposeful learning environment. | X |  |
| Contribute towards strategies that aim to support the development of the school. | x |  |
| Communicate effectively using a range of different methods. | X |  |
| Teach using a wide range of strategies that meet differing learning styles and the needs of all pupils. | X |  |
| Effectively deploy and utilise resources. | X |  |
| **Attitudes / Values** | **Essential** | **Desirable** |
| A commitment to achieving the best outcomes for all pupils and promoting the inclusive ethos and values of the Multi-Academy Trust. | X |  |
| An excellent attendance and punctuality record. | X |  |
| Excellent time management skills and organisation. | X |  |
| High expectations of self and professional standards. | X |  |
| The ability to work independently and as part of a team. | X |  |
| A commitment to promoting equality of opportunity. | X |  |
| High levels of drive, energy, and integrity. | X |  |
| A flexible attitude. | X |  |
| The ability to develop and maintain positive relationships with colleagues and other members of the school community. | X |  |
| A commitment to safeguarding and confidentiality. | X |  |