**Person Specification – Key Stage Leader**

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| **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 |  |