

Lickey Hills Primary School & Nursery

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Person specification - Phase Lead

Criteria	Qualities
Qualifications and training	<ul style="list-style-type: none"> ● Qualified teacher status ● Degree ● Professional development in preparation for a leadership role ● Commitment to undertake National Professional Qualification pertinent to role
Experience	<ul style="list-style-type: none"> ● Leadership and management experience in a school ● Teaching experience ● Involvement in school/subject self-evaluation and development planning ● Demonstrable experience of staff development ● Experience of collating and analysing data in order to inform next steps
Skills and knowledge	<ul style="list-style-type: none"> ● Understanding of high-quality teaching, and the ability to model this for others and support others to improve ● Understanding of school finances ● Effective communication and interpersonal skills ● Ability to communicate a vision and inspire others ● Ability to build effective working relationships with all stakeholders - children, staff, parents, governors, etc. ● Knowledge and understanding of available pathways to support the ongoing mental health support for staff and children in school ● Experience of driving the improvement in standards of teaching and learning and of ongoing CPD and regular updates ● Knowledge and experience of holding others to account
Personal qualities	<ul style="list-style-type: none"> ● A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school ● Ability to work under pressure and prioritise effectively ● Commitment to maintaining confidentiality at all times ● Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position ● Ability to engage in a line management process in order to support development in the designated role