



Person Specification

(These will be assessed through a combination of letter, application form, tasks and interview)

Job Title: Lead Practitioner
Date: February 2024
Grade: L2-L6

	ESSENTIAL	Stage Identified A (App), I (Interview)	DESIRABLE	Stage Identified A (App), I (Interview)
EXPERIENCE (Relevant work and other experience)	<ul style="list-style-type: none">• Sustained track record of successful performance as an outstanding teacher in KS3 and KS4• Evidence of teaching that results in excellent results and outcomes• Evidence of contribution to leading the improvement of teaching skills of colleagues through coaching and mentoring• Evidence of preparing and running professional development courses for staff and of the school and others in the school's network• Extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential• Excellent ability to assess and evaluate• Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the curriculum areas being taught	A/I	<ul style="list-style-type: none">• Evidence of exceptional teaching in secondary Science	A/I

	ESSENTIAL	Stage Identified A (App), I (Interview)	DESIRABLE	Stage Identified A (App), I (Interview)
<p>EXPERIENCE (Relevant work and other experience)</p>	<ul style="list-style-type: none"> • Have sufficient depth of knowledge and experience to be able to give advice on the development and well-being of children and young people • Know how to improve the effectiveness of assessment practice in the workplace, including how to analyse statistical information to evaluate the effectiveness of teaching and learning across the school • Evidence of supporting teachers underperforming • Demonstrate innovative pedagogical practice and curriculum design • Have an extensive knowledge and understanding of the relevant subjects/curriculum areas and related pedagogy, including how learning progresses within them • Have an extensive knowledge on matters concerning equality, inclusion and diversity in teaching • Have an excellent ability to provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development that promotes pupil progress • Possess the analytical, interpersonal and organisational skills necessary to work effectively with staff and leadership • Successful teaching of KS5 			

	ESSENTIAL	Stage Identified A (App), I (Interview)	DESIRABLE	Stage Identified A (App), I (Interview)
SKILLS AND ABILITIES eg. written communication skills, dealing with the public	<ul style="list-style-type: none"> • Through knowledge of Curriculum and inherent challenges and creative approaches to its delivery • Knowledge of local and national statistical data as a basis for improving Curriculum, teaching and learning • Keeping colleagues up to date with developments in best practice identified through networks and research • Excellent subject knowledge • Excellent practical understanding and knowledge of Assessment for Learning • Insightful ability to develop a purposeful learning environment • Exceptional ability to guide and supervise teaching assistants for maximum impact • Excellent ICT/Computing skills to enhance and support teaching and learning • Clear and pragmatic understanding of the national standards for teachers • Ability to analyse own practice to stay sharp • Extremely self-aware with excellent relational skills • An unwavering commitment to see all children excel, whatever their background • Excellent written and verbal communication skills and an ability to lead and motivate others • Innovative and creative approaches to changing circumstances and ideas • Have an excellent attendance record • Personal and professional integrity 	<p>A/I</p> <p style="margin-top: 200px;">A/I</p>	<ul style="list-style-type: none"> • Understanding of Rights Respecting Schools Award 	<p>A/I</p> <p style="margin-top: 200px;">I</p>

	ESSENTIAL	Stage Identified A (App), I (Interview)	DESIRABLE	Stage Identified A (App), I (Interview)
EDUCATION/ QUALIFICATIONS NB Full regard must be paid to overseas qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree or equivalent 	A	<ul style="list-style-type: none"> • Experience of teaching a science subject to KS5 	
OTHER	<ul style="list-style-type: none"> • Evidence of ability to work as a member of a team • Commitment to multi-cultural education • Ability to operate effectively as a tutor 			
CONTRAINDICATIONS	<ul style="list-style-type: none"> • Criminal conviction which precludes working with children 			