

PERSON SPECIFICATION – Lead Practitioner

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential/Desirable	How Identified
▪ QTS	E	Application form/Interview/ Task (if applicable)
▪ Degree or equivalent	E	
▪ Willingness to continue to develop own expertise (evidences through Continuing Professional Development)	E	
Knowledge & Experience	Essential/Desirable	How Identified
▪ Knowledge and experience across all key phases	E	Application form/Interview/ Task (if applicable)
▪ Sustained track record of successful performance as an outstanding teacher	E	
▪ Evidence of excellence in teaching using skills which lead to excellent results & outcomes	E	
▪ Evidence of contribution to leading the improvement of teaching skills	E	
▪ 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	E	
▪ Excellent ability to assess and evaluate	E	
▪ Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the curriculum areas being taught	E	
▪ 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	E	
▪ Demonstrate excellent and innovative practice in education	E	
▪ Have a developed, extensive knowledge and understanding of the relevant curriculum areas, including how learning progresses within them, gained for example through involvement in wider professional networks associated with the curriculum areas	E	

▪ Have an extensive knowledge on matters concerning equality, inclusion and diversity in teaching	E	
▪ 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	E	
▪ Possess the analytical, interpersonal and organisational skills necessary to work effectively with staff and leadership	E	
Skills & Key Criteria	Essential/Desirable	How Identified
▪ Leadership and people management skills	E	Application form/Interview/ Task (if applicable)
▪ Ability to prioritise workload effectively to meet deadlines	E	
▪ Excellent communication and inter-personal skills, including tact and diplomacy	E	
▪ Ability and willingness to promote the school's aims and the positive culture and ethos	E	
▪ Ability to implement and lead whole school initiatives and support colleagues to raise standards through effective CPD and increased subject knowledge and skills	E	
▪ Ability to develop good personal relationships within a team; making an effective contribution to high morale	E	
▪ Ability to establish and develop close relationships with parents, governors and the community	E	
▪ Ability to communicate effectively (both orally and in writing) to a variety of audiences	E	
▪ Ability to create a happy, challenging and effective learning environment	E	
▪ The enthusiasm, determination and drive to inspire others to achieve high standards	E	
▪ An appetite and stamina for challenging work	E	
▪ A solution-focussed mind-set and determined "no-excuses" approach to raising standards	E	
▪ A personable nature to build effective relationships with parents and all members of the school community	E	
▪ A lively and creative approach to all aspects of teaching, management and leadership	E	
Personal Attributes	Essential/Desirable	How Identified
▪ A supportive and co-operative team member	E	Application form/Interview/ Task (if applicable)
▪ Standards driven	E	
▪ Ability to work outside normal academy hours in line with academy and community needs	E	
Equal Opportunities	Essential/Desirable	How Identified

<ul style="list-style-type: none"> Candidates should indicate an acceptance of, and a commitment to, the principles of the Academy's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community 	E	Application form/Interview/Task (if applicable)
<ul style="list-style-type: none"> Commitment to equal opportunities policies relating to gender, race and disability in an educational context 	E	
Safeguarding	Essential/Desirable	How Identified
<ul style="list-style-type: none"> Commitment to the protection and safeguarding of children and young people 	E	Application form/Interview/Task (if applicable)
<ul style="list-style-type: none"> Has up to date knowledge of relevant legislation and guidance in relation to working with young people 	D	