LEADING PRACTITIONER - PERSON SPECIFICATION

Ridgeway Primary School

Selection for interview will be based on the criteria outlined in this form.
Criteria should be addressed in the statement of application as indicated. Criteria will be further tested later in the process through interview and other assessment activities.
When completing your statement of application, you should ensure that you provide supporting evidence of how you meet the criteria through reference to recent work or other relevant experience.

QUALIFICATIONS	
1. Qualified teacher status recognised by the DfE	Essential
2. Evidence of continuing professional development	Essential
KNOWLEDGE, EXPERIENCE and SKILLS	
3. Sustained track record of successful performance as an outstanding teacher (including in KS1 and/or lower KS2)	Essential
4. Possess a high standard of literacy and maths skills	Essential
5. Experience and evidence of leading the improvement of teaching and learning and raising standards beyond their own classroom	Essential
6. Experience of supporting teachers to improve their practice	Essential
7. An up-to-date knowledge of the National Curriculum, Foundation Stage Curriculum and current priorities in education	Essential
8. Excellent understanding of the components which comprise outstanding teaching and learning	Essential
9. 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	Essential
10. Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the curriculum areas being taught and ability to use assessment for learning	Essential
11. Ability to analyse and use data to evaluate the effectiveness of teaching and learning and drive improvements	Essential
12. Have sufficient depth of knowledge and experience to be able to give advice on the development and wellbeing of children and young people	Essential
13. Experience in leading change, creativity and innovation	Desirable
14. Experience of leading a subject area or key phase	Essential
15. Ability to lead teams and enthuse colleagues in new initiatives	Essential
16. The ability to create and deliver training/CPD to colleagues as appropriate	Essential
17. Knowledge of safeguarding policies and practices and ability to put these into practice	Essential
WIDER PROFESSIONAL DUTIES	
18. Ability to manage support staff and other adults effectively	Essential
19. Ability to promote and maintain high standards of behaviour throughout the school	Essential
20. Willingness to take part in the wider school community	Essential
21. Understanding of Health and Safety and how to sustain and develop a safe, healthy and secure school environment	Essential
22. Commitment to building a positive partnership between staff, governors, families, other professionals and the wider community	Essential
23. Commitment to the inclusion of all children including those with special educational needs and/or disabilities and EAL	Essential
24. Fully embrace the Ridgeway vision, ethos and values and effectively promote Ridgeway's teaching and learning policy to all stakeholders and the wider community	Essential

PERSONAL QUALITIES

25. An enthusiasm for working with children and a belief in the potential of every child	Essential
26. High aspirations for self and others	Essential
27. A commitment to equality of opportunity with the ability to promote equality, diversity and inclusion	Essential
28. Be innovative and flexible in approach, able to think creatively, problem solve, use initiative and take responsibility	Essential
29. Excellent interpersonal and communication skills, both written and verbal	Essential
30. Ability to lead and work as part of a team	Essential
31. Ability to prioritise, delegate and manage time effectively	Essential
32. Demonstrates a positive attitude and resilience in the face of challenges	Essential
33. Continuously reflects on successes and mistakes to improve own practice and supports others to do the same	Essential