

# **Hagley Primary School**

## **Person Specification**

### **Class teacher/Phase Leader for Years 3 and 4/ Middle Leadership Member/ Subject Leader**

	<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment</b>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching within the primary phase</li> <li>• Evidence of successful primary practice</li> <li>• Experience of curriculum leadership</li> <li>• Evidence of supporting the development of other professionals</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of allocating and managing a budget</li> <li>• Experience of teaching within KS2</li> <li>• NCSL leading from the middle or similar</li> <li>• Knowledge and experience of school development planning</li> <li>• Experience of allocating and managing a budget</li> <li>• Experience of leading and managing within a school including subject leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Classroom observations</li> </ul>
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Appropriate teaching qualifications</li> <li>• Willingness to undertake further training to continue professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of ongoing professional training</li> </ul>	<ul style="list-style-type: none"> <li>• Dfes number</li> <li>• Application form</li> <li>• Interview</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner</li> <li>• Ability to analyse, interpret and act on test data</li> <li>• Effective communicator</li> <li>• Understanding of planning for differentiation in mixed ability classes</li> <li>• Ability to accommodate different learning styles within teaching</li> <li>• Knowledge and understanding of planning a stimulating curriculum with cross curricular links</li> <li>• Demonstrate a range of strategies for dealing with a variety of behaviours</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of current innovative practice in ICT</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Classroom observations</li> <li>• References</li> </ul>
<b>Improving learning and teaching in a core subject and across the wider curriculum</b>	<ul style="list-style-type: none"> <li>• An excellent classroom practitioner able to lead by example</li> <li>• Knowledge and experience of a range of teaching and learning styles which reflect structured sequences of learning</li> <li>• Ability to coach and mentor</li> <li>• Clear understanding and commitment to safeguarding procedures</li> <li>• Proven impact on wider curriculum</li> <li>• Strong knowledge of the national curriculum</li> <li>• Up-to-date knowledge about developments in Education</li> <li>• An understanding of good practice when quality assuring the work of colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of organising/ delivering teacher or support staff training</li> <li>• Experience of undertaking performance management</li> <li>• Experience of supporting whole school behaviour management</li> <li>• Experience of observing and evaluating the quality of learning and teaching</li> <li>• Experience of leading a subject / project /</li> </ul>	

		improvement area / research project in current post. Please give details in your application.	
<b>Motivation and Personality</b>	<ul style="list-style-type: none"> <li>• Self-motivated</li> <li>• A sense of humour</li> <li>• Appreciation of the importance of a whole school 'team' atmosphere</li> <li>• Able to work effectively with a wide range of fellow professionals, external agencies and others</li> <li>• The ability to handle difficult situations sensitively</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Classroom observations</li> </ul>
<b>Working with people</b>	<p>Strong interpersonal skills: ability to lead, motivate, challenge and inspire colleagues and give feedback in a supportive manner</p> <p>Able to build team capacity</p> <p>Able to establish credibility with all staff</p> <p>Able to establish positive relationships with parents, carers and governors</p>	Experience of working with other agencies or organisations	
<b>Educational Values</b>	<ul style="list-style-type: none"> <li>• Commitment to teaching approaches which encourage all children to give their best irrespective of ability, gender, ethnic or social background</li> <li>• Recognition of the importance of a stimulating environment</li> <li>• A commitment to the priorities of our curriculum.</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
<b>Other Factors</b>	<ul style="list-style-type: none"> <li>• Eligibility to live and work in the United Kingdom</li> <li>• Suitability to work with children</li> <li>• Willing to react flexibly to new or unexpected situations</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• Required document for Asylum and Immigration Act</li> <li>• DBS/List 99 checks</li> </ul>

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.