



PERSON SPECIFICATION PHASE LEADER (KS1 and KS2)

	Essential	Desirable	How they will be measured in the selection process
Education/Training/Qualifications	<ul style="list-style-type: none"> • Qualified Teacher status • Degree /PGCE or equivalent qualifications 	<ul style="list-style-type: none"> • Other educational / professional qualifications 	Application form
Knowledge and experience	<ul style="list-style-type: none"> • Successful experience of teaching in EYFS, KS1 or KS2 • Minimum of three years recent experience in a primary school. • Evidence of providing excellent provision for all pupils and achieving high standards of pupil progress. • An excellent understanding of and experience in using assessment data. • Experience in leading one or more curriculum areas. • Proven ability in leading staff teams / curriculum development and measuring progress • Experience of coaching / mentoring / supporting colleagues. • Experience in Safeguarding procedures including child protection. 	<ul style="list-style-type: none"> • Experience in more than one school • Experience of effective teamwork and leading support staff. • Experience of leading and supporting CPD e.g. mentor for trainees, in-school programmes. 	Application form. Interview.
Professional Skills	<ul style="list-style-type: none"> • Excellent teaching experience • Ability to work cooperatively as a leader and member of a team and in different partnerships • Proven ability to implement strategies for raising pupil achievement. • Excellent people skills – motivating, nurturing and challenging children and adults to achieve their best • ICT skills for teaching and management • Confidence, clarity and decisiveness in making and carrying out decisions. 	<ul style="list-style-type: none"> • Experience in working with other partners – Secondary / extended services / cluster group schools • Experience in promoting effective team work and managing support staff. 	Application form. Interview.

Professional Ethos and commitment	<ul style="list-style-type: none"> • High expectations for self and others and a strong commitment to raising achievements • Commitment to promote home / school partnerships • High expectations of pupil behaviour and strategies to meet the personal learning and emotional needs of every child • Ability to meet deadlines consistently 	<ul style="list-style-type: none"> • Willingness to be involved in extra-curricular activities • Experience of innovation and creativity in the curriculum 	Application form. Interview.
Personal Qualities	<ul style="list-style-type: none"> • Able to exercise confidentiality. • Able to demonstrate a high level of initiative. • A willingness to learn. 		Application form. Interview.