



Phase Leader (EYFS, KS1, Lower KS2, Upper KS2) – Person Specification

The following knowledge, skills, experience and personal qualities will be required in order to undertake this role:

	<i>Essential</i>	<i>Desirable</i>
Qualifications		
<i>Qualified Teachers Status.</i>	✓	
<i>Enhanced DBS Check.</i>	✓	
<i>Degree or equivalent qualification.</i>	✓	
Experience		
<i>Teaching within the primary phase, including evidence of outstanding teaching directly linked to delivery within the relevant phase</i>	✓	
<i>Team leadership, including during school development and/or improvement of year group or subject area</i>	✓	
<i>Developing and delivering staff development programmes</i>		✓
<i>Implementing teaching and learning strategies to improve quality and pupil attainment</i>	✓	
<i>Active involvement in the development of school policies.</i>		✓
<i>Experience of a range of summative and formative assessment procedures.</i>	✓	
<i>Can show impact on quality of education beyond their classroom setting</i>	✓	
Knowledge and Understanding		
<i>Expert knowledge of legislation and guidance on curriculum requirements and key stage delivery</i>	✓	
<i>Knowledge of what constitutes outstanding classroom practice as modelled in their classroom practice</i>	✓	
<i>Knowledge of effective planning strategies for pupil outcomes.</i>	✓	
<i>Understanding of data related to progress/ attainment of students in a Phase and how to apply this to develop provision.</i>	✓	

<i>Understanding of coaching and mentoring practices for staff development</i>		✓
<i>Knowledge and experience of a range of teaching and learning styles and strategies including ICT</i>	✓	
Skills and Abilities		
<i>Good oral and written communication skills</i>	✓	
<i>Good personal organisation and ability to work on own initiative</i>	✓	
<i>Able to plan and prioritise own workload</i>	✓	
<i>Able to develop positive, trusting, supportive and appropriate relationships with pupils, parents and stakeholders</i>	✓	
<i>Willingness to learn, acquire and apply new skills and knowledge</i>	✓	
Leadership		
<i>Able to inspire, motivate and manage a team of staff to deliver outstanding outcomes for pupils</i>	✓	
<i>Confident and committed to the school vision and able share good practice with other colleagues, actively promoting partnership working</i>	✓	
Qualities		
<i>High expectations and a commitment to raising standards of attainment.</i>	✓	
<i>Commitment to equal opportunities and equal value for students and colleagues.</i>	✓	
<i>Resilient, cheerful and positive.</i>	✓	
<i>Sense of humour.</i>	✓	
<i>Able to embrace change and help others to manage the change process.</i>	✓	
<i>Good organisational and personal management skills i.e. Time management</i>	✓	
<i>Able to work effectively as part of a team or range of teams at all levels.</i>	✓	
<i>Strong commitment to Whole School Child Protection and Safeguarding procedures.</i>		
Equal Opportunities		
<i>Commitment to equal opportunities and diversity in the performance of duties</i>	✓	
CPD		
<i>Evidence of commitment to own professional development</i>	✓	

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