



Job Title	Grade	School	Location
Phase Leader	L2 – L6	Moorside Community Primary School	Swinton, Salford, Greater Manchester

Note to applicants

Whilst all criterions below are important, those under the ESSENTIAL heading are the key requirements. You should pay particular attention to these areas and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

Essential Criteria	Qualifications and Training	M.O.A.
1.	Qualified Teacher Status (QTS)	A / C
2.	Teaching degree 2:1 and above	A / C
3.	Evidence of further professional development and a commitment to complete NPQ for SENCOs award within two academic cycles	A / I
4.	Commitment to further develop professional understanding and self-drive to improve own practice	A / I

Essential Criteria	Knowledge and understanding relevant to the job	M.O.A.
5.	Knowledge of equality of opportunity and how it can be addressed in schools	A / I
6.	Excellent understanding of current theory and best practice in teaching and learning, particularly vulnerable children's attainment, and progress	A / I / P
7.	Secure understanding of the role of extended and integrated services in raising attainment and bridging the gaps	A / I / P
8.	A clear understanding of effective leadership and management in relation to raising all pupils' attainment and school improvement for all children, especially vulnerable children	A / I
9.	An effective awareness of the role of parents and the community in effective school improvement	A / I
10.	An effective understanding of primary pedagogy and the differences required to support colleagues in the four phases	A / I

Essential Criteria	Experience safeguarding and child protection	M.O.A.
11.	Displays commitment to the protection and safeguarding of children and young people	A / I
12.	Demonstrates an effective understanding of safeguarding issues and the ability to follow procedures	A / I
13.	Effective and knowledgeable understanding of relevant legislation and government strategies to keep children safe in education	A / I
14.	Effective and knowledgeable understanding of the principles and concepts underlying the Children Act 1989 and other key educational legislation	A / I

Essential Criteria	Experience relevant to phase leadership	M.O.A.
15.	Recent, significant, and consistent successful experience as a teacher in the primary phase and in all phases	A / I
16.	A proven track record of raising attainment and ability to coach other staff members effectively well	A / I
17.	Significant and successful experience of leading aspects of curriculum development at whole school level	A / I
18.	Experience of contributing to school improvement, as a key member of the whole school team	A / I
19.	Experienced in developing, supporting, and leading staff development programmes for teachers and other staff	A / I
20.	Has worked effectively with the SLT to drive improvements in school	A / I
21.	Experience of line management of staff e.g. Return to Work Interviews, Staff Appraisal Process	A/I

Essential Criteria	Experience and attributes relevant SEND and SEMH provision	M.O.A.
22.	To be the champion for all children's learning particular that of SEND in a phase context	A / I / P
23.	Ability to work effectively as a team and flexibly support the improvement of SEND provision in a phase	A / I

Essential Criteria	Aptitude and skills	M.O.A.
24.	Be a consistently excellent teacher and ability to relate well to all children	A / I
25.	Ability to model best practices	A / I
26.	Be able to clearly and effectively articulate the school's vision on behalf of the GB and SLT	A / I
27.	To have a positive and professional presence consistently	A / I
28.	To be able to relate well to all children	A / I
29.	Be approachable, accessible, flexible and a great team player	A / I
30.	To have good analytical skills, being able to synthesise complex information, able to summarise and then able to draw appropriate conclusions and make decisions	A / I / T
31.	Be able and fluent in providing substantial CPD training and support all staff's professional development	A / I
32.	Confidence to monitor provision and challenge where and when needed to so that policy is consistent at the point of delivery	A / I

Method of Assessment – A = Application. C = Certificate. I = Interview. P = Presentation. T = Test.

