

Person Specification – Phase Leader

	Essential	Desirable	A=application R=reference I=interview C=certificate
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Evidence of qualifications • Experience of working within the relevant Key Stage 	<ul style="list-style-type: none"> • Evidence of professional development relevant to this role 	A C
Experience	<ul style="list-style-type: none"> • Teaching within the relevant phase, including evidence of outstanding teaching directly linked to EYFS and KS1 or KS2 delivery • Planning and delivering effective strategies to support learners with SEND • Team leadership, including during school development and/or improvement • Managing support staff • Implementing teaching and learning strategies to improve quality and pupil attainment 	<ul style="list-style-type: none"> • Responsibility for whole-school key stage leadership or equivalent, providing strategic and practical oversight • Developing and delivering staff development programmes 	A R I
Skills	<ul style="list-style-type: none"> • Expert knowledge of legislation and guidance on curriculum requirements and key stage delivery • Outstanding classroom practice, constantly showing a positive and 		A R I

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	<p>resilient approach to pupils and staff</p> <ul style="list-style-type: none"> • Excellent communication and organisational skills • Good computing skills • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others • Ability to hold others to account where necessary • Ability to build effective working relationships with staff and other stakeholders 		
Personal Qualities	<ul style="list-style-type: none"> • High expectations for all pupils and belief in bringing out the best in all • Commitment to upholding and promoting the ethos and values of the school • Commitment always to act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to equality • High organisational skills 		A R I

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