

St John's Church of England Primary School

PERSON SPECIFICATION

Post Title: Phase Leader

Salary: MPS plus TLR 2b

Responsible to: Headteacher

Responsible for: Phase leader and core subject leader

		Evidence	
Education and Qualifications	<ul style="list-style-type: none"> Q.T.S. Training relevant to the primary age range 	<p>A</p> <p>A</p>	
Knowledge	<p>Essential Criteria</p> <p>Knowledge of:</p> <ul style="list-style-type: none"> Primary Curriculum/Early years curriculum and Pupils' Developmental Learning Current Ofsted Framework Effective use of data for individual pupil target setting, tracking and assessment for learning The process and importance of school self-evaluation A range of learning strategies across primary education Understanding of safeguarding and committed to ensuring the safeguarding of all pupils 	<p>A, I</p> <p>A</p> <p>A,I</p> <p>A,I</p> <p>A,</p> <p>A,I</p>	
Experience	<p>Essential Criteria</p> <ul style="list-style-type: none"> Successful leadership of a curriculum area Recent & relevant successful primary classroom experience A demonstrable track record of having successfully raised standards of achievement <p>Desirable Criteria</p> <ul style="list-style-type: none"> Working with Governors 	<p>A,I</p> <p>A,I,R</p> <p>A,I,R</p> <p>A,I</p>	
Skills and Abilities	<p>Essential Criteria</p> <p>Candidates should have knowledge, understanding of and commitment to raising standards of achievement through:</p> <ul style="list-style-type: none"> Excellent leadership & motivational skills to effect change Being able to work effectively as a member of the Senior Management Team The ability to monitor and evaluate teaching and learning, providing appropriate intervention strategies to support school improvement Able to initiate and implement Action Plans that are effective in raising attainment/achievement Experience of effective, challenging target setting A commitment to inclusion with high expectations for every pupil Excellent interpersonal skills Have a calm approach & positive attitude to behaviour management Strong organisational and administrative skills; good use of ICT Able to innovate and explore new practices, strategies and approaches to maximise pupils learning potential 	<p>A,I</p> <p>A,I,R</p> <p>A,I</p> <p>A</p> <p>A,I</p> <p>A,I</p> <p>A,I,R</p> <p>A,I,R</p> <p>A,I</p>	

Other Requirements	<p>The individual we seek must be a thorough, professional educator who has vision and the potential for creative leadership.</p> <p>Essential Criteria</p> <ul style="list-style-type: none"> ○ Creative, energetic, enthusiastic and has a sense of humour ○ Dynamic, hardworking and innovative ○ Must be able to demonstrate flexibility, initiative and the capacity to maintain a positive attitude, enjoy and cope with all the varied aspects of this role ○ High expectations of learners ○ Commitment to own professional development and training ○ A knowledge of the role of parents and governors ○ Commitment to the school's Christian ethos <p>Desirable Criteria:</p> <p>Experience of working in a CE school</p>	<p>A,I R</p> <p>A,I,R</p> <p>A,I,R</p> <p>A,I,R</p> <p>A</p> <p>A,I</p> <p>A,I,R</p> <p>A</p>	
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A-Application

I – Interview

R – Reference