

# Person Specification

			Assessed at	
	Essential	Desirable	Application	Interview
Education and Qualifications				
Qualified teaching status	✓		✓	
Educated to degree level or equivalent	✓		✓	
Further professional qualifications relevant to the post		✓	✓	
Up to date Designated Safeguarding Lead and Safer Recruitment training	✓		✓	
Experience				
Experience of teaching in the primary age range	✓		✓	
Experience of teaching in at least two of the following: Foundation Stage, Key Stage 1 and Key Stage 2		✓	✓	
Extensive school leadership experience in the primary sector (5+ years at AHT level or above)	✓		✓	
Experience as a headteacher		✓	✓	
A thorough understanding of effective safeguarding practice	✓			✓
Experience of successful school-to-school support	✓		✓	
Significant experience of the monitoring and development of teaching and learning	✓		✓	
Experience of delivering impactful professional development	✓		✓	
Experience of working in an academy trust		✓	✓	
Experience of managing change	✓		✓	
Excellent understanding of the current OFSTED framework	✓			✓
A sound understanding of school/trust governance	✓			✓
Experience of reporting to those responsible for governance in a multi-school setting		✓	✓	

<b>Knowledge and Skills</b>				
Excellent communication skills, both written and oral	✓		✓	✓
Good interpersonal skills with the ability and experience to enthuse and motivate others	✓			✓

Up to date knowledge of pedagogy and a sound understanding of research in this area	✓			✓
The ability to develop effective partnerships and networks	✓		✓	
A thorough understanding of effective curriculum design in the primary curriculum	✓			✓
Ability to work as part of a team and on own initiative	✓		✓	
Experience of monitoring and evaluation of educational provision and standards	✓		✓	
Understanding of the national educational context	✓			✓
Knowledge of current curriculum requirements	✓			✓
Excellent understanding of current pedagogical issues and effective research	✓			✓
Ability to use data analysis to help secure school improvement	✓			✓
<b>Personal Attributes</b>				
Work in accordance with the Trust's collaborative values	✓		✓	✓
Sound judgement and decision maker – confident in using own initiative	✓		✓	
Eligible to live and work in the UK	✓		✓	
Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust	✓		✓	
A commitment to continuing personal development and training	✓		✓	
A commitment to safeguarding and promoting welfare of children and young people	✓		✓	✓
<b>Other requirements</b>				
An understanding and awareness of Equal Opportunities issues	✓		✓	
Ability to promote equality of opportunity and recognise the potential for developing this in school communities	✓		✓	