



Person Specification:
Teaching and Learning Leader / Maths
Leader (SLT)

Attributes	Requirement	
	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • Qualified Teacher status • Evidence of recent professional development • Evidence enhanced DBS clearance • Evidence of leadership training and development 	<ul style="list-style-type: none"> • Experience of teaching across different key stages • Completion (or currently completing) NPQs
Experience and Skills	<ul style="list-style-type: none"> • High level of expertise in teaching and learning including end of phase assessments • Highly effective teacher • Maths Leadership or knowledge of the Maths curriculum • A working knowledge of strategies and techniques for raising pupil attainment generally including different groups of pupils such as SEND and disadvantaged pupils • Experience of teaching within KS2 • Active involvement in the development of school policies and development plans • Subject Leadership experience • Evidence of a positive impact from own leadership • Experience of a range of summative and formative assessment Procedures 	<ul style="list-style-type: none"> • Experience of leading and managing an area cross phase • Experience of working with EAL pupils • Experience of line management of teachers and support staff • Experience of contributing to the day to day running of the school
Professional Development	<ul style="list-style-type: none"> • Active involvement in recent and relevant CPD • Planning and leading CPD for other staff 	<ul style="list-style-type: none"> • Experience in leadership and management issues and skills
Planning	<ul style="list-style-type: none"> • Knowledge and experience of school development planning 	<ul style="list-style-type: none"> • Strategic management skills
Data analysis	<ul style="list-style-type: none"> • Ability to analyse, interpret and act on data across the school • Experience of target setting processes 	<ul style="list-style-type: none"> • Knowledge of pupil premium data analysis and how to measure impact

<p>Improving teaching and learning in core subjects and across the wider curriculum</p>	<ul style="list-style-type: none"> • A highly effective classroom practitioner able to lead by example • Knowledge and experience of a range of teaching and learning styles which reflect structured sequences of learning to include cross curricular and skills focused learning. • Good understanding of the national curriculum and assessment procedures • Experience of observing and evaluating the quality of learning and teaching. • Knowledge and understanding of ICT as a vehicle for learning • Experience of organising/delivering teacher or support staff training 	<ul style="list-style-type: none"> • Experience of undertaking performance management • Experience of supporting whole school behaviour management • Experience of mentoring or coaching colleagues
<p>Working with People</p>	<ul style="list-style-type: none"> • Strong interpersonal skills: ability to lead, motivate, challenge and inspire colleagues and give feedback in a supportive manner • Able to hold staff to account for their performance • Able to build team capacity • Able to establish credibility with all staff • Able to establish positive relationships with parents, carers and all members of the school community 	<ul style="list-style-type: none"> • Experience of working with other agencies or organisations • Experience of reporting to Governors and other stakeholders
<p>Resource Management</p>	<ul style="list-style-type: none"> • Proven ability to maximise resources • Able to maximise potential of all staff 	<ul style="list-style-type: none"> • Knowledge and understanding of management procedures



<p>Knowledge of education</p>	<ul style="list-style-type: none"> • Vision of education in a wider context than a single subject/school 	<ul style="list-style-type: none"> • Experience of wider reading and educational issues
<p>Key skills, qualities and attributes</p>	<ul style="list-style-type: none"> • High expectations and a commitment to raising standards of attainment • Able to embrace change and help others to manage the change process • Good organisational and personal management skills • Able to work effectively as part of teams at all levels • Commitment to safeguarding procedures • Able to work independently and proactively • Ambitious leader with drive to continually improve 	
<p>Knowledge of Safeguarding</p>	<ul style="list-style-type: none"> • Knowledgeable and experienced in all aspects of safeguarding of children • Has the safeguarding and care of children at the forefront of all they do • Able to Safeguard the health and safety of self and others in accordance with the academy's Health and Safety Policy 	<ul style="list-style-type: none"> • Training or relevant experience in safeguarding policies or procedures