

**Employee Specification**

**UKS2 Phase Leader (CCA/UKS2/Mar24)**

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| **criteria** | **qualities** | **Essential** | **Desirable** |
| **Qualifications and training** | * Qualified teacher status (QTS) * Degree or equivalent * Evidence of recent additional educational qualifications (e.g. NPQML) | √  √ | √ |
| **Experience** | * Proven highly successful teaching experience in specific phase * Experience of teaching in different phases * Leadership experience (leading a team or leading a wider-school initiative) in the primary phase * Experience of leading a core subject * Experience of effective involvement with parents and governing body | √  √ | √  √  √ |
| **Knowledge and understanding** | * Experience of curriculum planning, implementation, assessing and recording * Understanding of the key characteristics of an effective learning environment within your phase * Knowledge of statutory requirement for the end of each Key assessment point – e.g. EYFS, Yr1 and Yr6 and experience of working with any of these | √  √  √ |  |
| **Skills and abilities** | * Be able to demonstrate outstanding classroom practice and articulate what constitutes effective teaching and learning within your phase * Ability to influence the quality of teaching and learning * Good communication skills at all levels * Ability to work effectively a part of a team of staff and governors * Ability to inspire, lead and motivate children and staff, being an exemplary practitioner who leads by example with high standards of all and working in strategic partnership with all stakeholders lead and raise the quality of learning and teaching * Good organisational and time-management skills * Demonstrate a positive and professional attitude at all times * Commitment to extra-curricular activities * Confident skills in ICT * Evidence of successfully mentoring or coaching teachers and NQT’s * Ability to delegate, monitor and support effectively | √  √  √  √  √  √  √  √  √  √ | √ |
| **Personal qualities** | * Positive, caring attitude, enthusiasm and sense of humour * Ability to maintain confidentiality * Commitment to personal and professional development * Excellent interpersonal skills | √  √  √  √ |  |
| **Safeguarding** | * Up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people * Commitment to the protection and safeguarding of children and young people * Will co-operate and work with relevant agencies to ensure the appropriate safeguarding of children | √  √  √ |  |