

## Person Specification

Qualifications	Essential	Desirable
Degree or equivalent	✓	
Qualified Teacher Status	✓	
Evidence of further educational qualifications, e.g. at Masters level		✓
Experience		
Consistently excellent teacher with at least 5 years teaching experience in the primary age range	✓	
Substantial knowledge and understanding of learning and teaching across the primary age range	✓	
Experience of a leadership role	✓	
Experience of teaching in more than one key stage	✓	
SEN and/or Safeguarding strength/background		✓
Experience of working with Governors		✓
Experience of teaching in a Church School		✓
Professional Knowledge and Understanding		
Specific knowledge of the primary curriculum	✓	
Proven understanding of the needs of children as learners through the delivery of personalised learning	✓	
Assessment and target setting, pupil tracking and other methods of analysing both pupil attainment and achievements	✓	
Strategies for inclusion and the development of all groups of learners	✓	
A commitment to developing the whole child through an enriched and diverse curriculum in school and through extra- curricular activities	✓	
Experience of financial planning and management		✓



<b>Strategic Leadership</b>		
Ability to articulate and share a vision of primary education, supporting the aims and ethos of the academy	✓	
Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the academy	✓	
Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement	✓	
Lead staff development activities, supporting all staff to improve quality of teaching and learning	✓	
Manage change and development by leading and managing people to work both individually and in teams; to facilitate a collaborative approach to decision making	✓	
Experience of managing challenges by dealing sensitively with people and resolving conflict	✓	
Proven track record of building strong relationships with other academy/schools	✓	
<b>Teaching and learning</b>		
Secure knowledge of statutory requirements relating to the curriculum and assessment	✓	
Excellent understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management	✓	
A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning	✓	
Experience of effective monitoring and evaluation of teaching and learning	✓	
<b>Accountability</b>		
Ability to communicate effectively, orally and in writing to a range of audiences including all stakeholders	✓	
Experience of effective whole school self-evaluation and improvement	✓	



strategies		
Experience of offering challenge and support to improve performance	✓	
<b>Interpersonal Skills</b>		
Ability to lead, influence and manage change	✓	
Ability to prioritise and manage time effectively, being able to work under pressure and meet deadlines	✓	
Communicate clearly and effectively with all those involved in the life of the school	✓	
Think creatively and imaginatively to solve problems and identify opportunities	✓	
Facilitate a collaborative approach to decision making	✓	
Be self-motivating, setting personal goals and having energy and enthusiasm for the role	✓	
Set a good example in terms of punctuality, attendance and general professionalism	✓	
To demonstrate a good sense of humour	✓	