

GLF Schools - Person Specification

Job Title: Phase Leader		
	Essential	Desirable
Qualifications and Training		
Degree	√	
Qualified Teacher Status	√	
Evidence of engagement in continuing professional development, including recent training in related curriculum or teaching and learning developments	√	
Evidence of leading on professional development of others	√	
Professional and Experience		
Experience as a highly successful teacher within the phase.	√	
Experience in supporting improvements in teaching and learning.	√	
Experience in using data to inform planning and future developments.	√	
Experience in monitoring, evaluation and review to support improvements/improve outcomes	√	
A successful track record of improving performance outcomes	√	
Experience in working with children with challenging needs	√	
Knowledge and Skills		
Knowledge of a range of strategies to support excellence in teaching and learning	√	
Knowledge of current developments in relation to teaching and learning including personalised learning, use of emerging technologies.	√	
Knowledge and understanding in relation to effective leadership		√
Knowledge of current educational developments, both local and national.	√	
Knowledge of use of data systems to support target setting, review and tracking of children's progress and the use of data to support teacher planning.	√	
Knowledge of school self-evaluation procedures	√	

An understanding of continuity and progression in teaching and learning	√	
Ability to articulate and implement strategic aims, and evaluate outcomes	√	
Ability to lead, in line with the vision and expectations of the organisation	√	
Ability to improve teaching and learning in order to improve outcomes for children	√	
Ability to organise work processes to deliver on time, on budget and to agreed quality standards	√	
Ability to adapt quickly and flexibly to new demands and to assist others to do so	√	
Ability to develop employees to meet organisational needs and to work as part of a team	√	
Ability to establish and communicate clear standards and expectations, in relation to areas of responsibility, to other staff	√	
Ability to manage and develop a range of resources	√	
Personal Attributes		
Values aligned with the school's Mission Statement and GLF Schools core values.	√	
Ability to work as part of a team	√	
Positive, enthusiastic outlook, embracing risk and innovation	√	
Self-motivated and well organised	√	
Encourages ideas, initiative and innovation in others	√	
Highly motivated showing resilience, stamina and reliability under pressure	√	
Inspires respect and confidence	√	
Ability to communicate to a high standard, both in writing and oral form	√	
The ability to form and maintain appropriate relationships and personal boundaries with children and young people in line with the GLF Safeguarding and Child Protection policy and the GLF Staff Code of Conduct	√	
Safeguarding		

GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.