**Dorchester Middle School**

**Person Specification : Year Lead**

|  |  |  |
| --- | --- | --- |
|  | **ESSENTIAL ATTRIBUTES** | **DESIRABLE ATTRIBUTES** |
| **QUALIFICATIONS** | * Qualified Teacher Status; * Degree/PGCE or equivalent; | * Evidence of commitment to further professional development |
| **KNOWLEDGE AND EXPERIENCE** | * Good knowledge and understanding of the curriculum within Key Stage2/3; * Evidence of providing excellent provision for all pupils and achieving high standards of pupil progress * Be a consistently good or outstanding teacher; * An excellent understanding of, and experience in, using assessment data; * Experience in leading a core subject; * Proven ability in leading teams, including support staff; * Experience of coaching, mentoring and supporting CPD for colleagues; * Participating in a team approach to management, including the management of change; * Experience in, and understanding of Safeguarding procedures including child protection; * Being in a position of responsibility for an area of leadership in school; | * Experience in more than one school; * Evidence of using the outcomes of the analysis of statutory tests to set targets and influence planning; |
| **SKILLS** | * Excellent teaching experience; * Ability to work cooperatively as a leader and member of a team and in different partnerships; * Proven ability to implement strategies for raising pupil attainment; * Analyse and use data effectively; * Create a positive team spirit, delegating and negotiating with sensitivity; * Be able to motivate, nurture and challenge children and adults to achieve their best; * Incorporate ICT into teaching and management; * Have confidence in decision-making; * Consider a whole-school approach; | * Experience in community collaboration |
| **PROFESSIONAL ETHOS AND COMMITMENT** | * Have a strong commitment to raising achievement; * High self-expectation; * Commitment to Home-School partnerships; * Ability to meet deadlines; * High expectations on pupil behaviour | * Willingness to be involved in extra- curricular activities; |
| **PERSONAL CHARACTERISTICS** | * Ability to think clearly; * Be a positive character; * Be passionate about the education of children; * Able to exercise confidentiality; * A willingness to learn; |  |