**Dorchester Middle School**

**Person Specification : Year Lead**

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|  | **ESSENTIAL ATTRIBUTES** | **DESIRABLE ATTRIBUTES** |
| **QUALIFICATIONS** | * Qualified Teacher Status;
* Degree/PGCE or equivalent;
 | * Evidence of commitment to further professional development
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| **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;
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| **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
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| **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;
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| **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;
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