|  |  |  |
| --- | --- | --- |
| Position:  Reporting to: | Deputy Headteacher  West Lane Community Primary School  Headteacher |  |
| Scale: | L 11 - 15 |  |

**Person Specification**

***Selection criteria Method A = application I = interview T = task O = observation***

|  |  |
| --- | --- |
| **Professional qualifications and experience** |  |
| Qualified Teacher Status | A |
| At least 5 years successful teaching experience across the primary age range | A |
| Experience of working in at least 2 key stages (FS/KS1/KS2) | A |
| Experience of teaching in more than one school/setting | A |
| Evidence of recent professional development relevant to the post | A I |
| Evidence of recent training in whole school leadership and management | A I |
| Significant and successful subject/area leadership resulting in school improvement | A I |
| Evidence of outstanding teaching ability | A I O |
| **Skills and Knowledge** |  |
| Good knowledge of the EYFS and primary curriculum | A |
| An excellent understanding of theory and best practice in teaching and learning, particularly as it relates to achieving high rates of pupil progress | A I O |
| A track record of implementing successful strategies to raise achievement | A I |
| Good ICT skills | A I |
| An understanding of the role of parents and community in school improvement and how this can be promoted | A I |
| A good understanding of effective strategies for gaining and maintaining high standards of behaviour at whole school level | A I O |
| Experience of interpreting and using assessment data to raise achievement | A T I |
| Ability to form and maintain excellent relationships with children which enhance their learning and emotional wellbeing | A O |
| **Personal Qualities** |  |
| Ability to lead and motivate others | A I |
| Ability to work collaboratively | A I |
| Excellent interpersonal skills | A I T O |
| Ability to communicate clearly and work effectively with all stakeholders | A I |
| Ability to work on own initiative, make decisions and solve problems | A I T |
| Excellent organisational skills and the ability to work effectively under pressure, prioritise appropriately and meet deadlines |  |
| Highly effective presentation and training delivery skills |  |
| **Leadership and Management** |  |
| Experience of delegating, supporting and monitoring the work of others | A I |
| Experience of managing substantial change across a subject area or whole school | A |
| Successful experience of observing and evaluating teaching. | A I T |
| Success at promoting inclusive practice across a school that leads to high expectations for all learners. | A I |
| Experience of acting as an outstanding model of teaching for others. | A O |