

# Key Stage Leader: Person Specification

## Farne Primary School



Please note: in the first instance, applications are assessed against the following criteria:

- Overall presentation
- Use of standard English
- Grammatical accuracy

Where applications do not meet the expected standard, they will be discarded before assessment against the person specification.

		Essential/ Desirable	Assessment Method
<b>Qualifications</b>			
1	A first degree and Qualified Teacher Status.	E	A
2	Further relevant professional studies e.g. NPQML, Specialist Leader of Education.	D	A
3	Designated Safeguarding Person Training (or a willingness to undertake this).	D	A
<b>Experience</b>			
4	At least 4 years teaching experience across the primary age range with demonstrable, successful experience within EYFS.	E	A,I,R
5	Excellent knowledge and understanding of all curriculum areas and demonstrable evidence to support this.	E	A,I,R
6	Excellent classroom and behaviour management strategies.	E	A,I,R
7	Able to demonstrate consistently good/outstanding outcomes for all children over time, including closing gaps in learning and securing high outcomes in attainment and progress.	E	A,I,R
8	Successful teaching experience in statutory assessment years that has resulted in exceptional outcomes in both progress and attainment.	E	A,I,R
9	Experience of successfully leading a core subject and/or main school priority.	E	A,I,R
10	Understanding of safeguarding practices and promoting positive mental health and wellbeing.	E	A,I,R
11	Management experience within the primary phase including line managing staff.	D	A,I,R
12	Experience as a key stage moderator.	D	A,I,R
13	Experience in more than one school.	D	A,R
14	Experience of training, coaching and mentoring colleagues.	D	A,I,R
<b>Abilities, Skills and Knowledge</b>			
15	A sound understanding of strategies to support all children's learning, including through the use of assessment for learning techniques to secure excellent outcomes for all learners.	E	A,I,R
16	The ability to set realistic and challenging targets and be able to assess and review learners' progress.	E	A,I,R
17	Able to communicate effectively with all stakeholders.	E	A,I,R
18	Able to consistently engage and enthuse learners by providing a broad and balanced curriculum, including personalising learning to meet all learners' needs.	E	A,I,R
19	Have positive values, attitudes and have high expectations for all learners with a relentless focus on outcomes and standards.	E	A,I,R
20	Able to lead and work collaboratively as a member of a team and contribute to the professional development of colleagues, including the sharing of effective practice.	E	A,I,R
21	Able to plan, organise, prioritise and manage time effectively.	E	A,I,R
22	A sound understanding of the philosophy around Early Years education	E	A,I,R
23	Trained in Read, Write Inc.	D	A,I
<b>Personal Qualities</b>			
24	Excellent organisation skills with the ability to self-direct as well as work successfully within a team.	E	A,R
25	Commitment to the vision and aims of the school and Smart Multi Academy Trust.	E	A,I,R
26	Evidence of relevant and on-going professional development, training and experience of curriculum innovation.	D	A,I
27	Willingness and/or ability to teach across the primary age range.	D	A,I
28	Willing and able to contribute to extra-curricular activities.	D	A,I
29	Willing and able to contribute to whole school development initiatives / school improvement planning / self-evaluation.	D	A,I
30	Willingness to contribute to Trust-wide initiatives and develop effective working relationships with all stakeholders.	D	A,I

### Key

A = Application

I = Interview/Tasks

R = References

### Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced DBS Certificate
2	Additional criminal record checks if applicant has lived outside the UK
3	Prohibition Checks
4	Qualifications essential to the post eg. Qualified Teacher Status
5	Two references from current and previous employers (or education establishment if applicant not in employment). Note: Current employer <u>must</u> be the headteacher/principal.
6	Medical clearance