## Person specification

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| **School:** | |  | | |
|  | | **Essential** | | **Desirable** | **Method of Assessment** | |
| Application | | * A fully completed application form outlining how you meet the person specification criteria. * A well-structured supporting letter indicating evidence of impact in attainment and progress that has resulted in sustained improvement in pupil achievement (No more than 1000 words) * Fully supported in references | |  | * Application form * Letter * References | |
| Qualifications | | * Qualified teacher status | | * Evidence of further study - this could be ongoing and/or Further Professional Qualifications | * Application form * Selection Process * Certificates | |
| Experience | | * Effective classroom practitioner with a good knowledge and understanding of how children learn * Successful experience at curriculum leadership across the full primary range * Experience of successful and co-operative working as a member of a team * Experience of the successful leadership of change * Experience of improving the skills of other practitioners * Experience of promoting safeguarding procedures in a school | | * A range of leadership, management and teaching experience in more than one context * Teaching experience in more than one Key Stage * Teaching experience in   Key Stage 2   * Working knowledge or experience of SEND procedures * Experience of leading a core subject | * Application form * Selection Process * References | |
| Professional Development | | * Curriculum management that has resulted in successful change and effective practice * Experience of planning and managing high quality training and sustained professional development * Evidence of coaching or mentoring | | * Significant contribution and evidence of impact to the professional development of other colleagues in school * Experience of performance management of others | * Application form * Selection Process * References | |
| Skills/knowledge | | * Ability to communicate effectively in a variety of situations * Ability to lead by example with integrity, creativity, resilience and clarity * Proven leadership skills * Ability to promote an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other * Curriculum management – planning, delivery and assessment * Ability to analyse and evaluate school self-evaluation processes including the use of external and internal data to accurately prioritise strategic leadership objectives and to improve quality of education * Ability to initiate and lead change by inspiring and influencing others * Experience, knowledge and understanding of education partnerships * Ability to promote high quality care, guidance and support for all pupils and parents * A clear vision and understanding of the needs of all pupils in order to achieve their potential. * Detailed knowledge of the structure and content of the primary and Early Years curriculum * Understanding and knowledge of current issues in education * Ability to prioritise the safeguarding of all children * Ability to promote equality and diversity | | * Knowledge and understanding of administration and budget management processes | * Application form * Selection Process * References | |
| Personal Qualities | | * Evidence of being able to build and sustain effective working relationships with staff, Governors, parents and the wider community * Flexibility and adaptability in order to be able to communicate effectively with a wide range of people * Support, work with, and guide all pupils, staff, parents/carers and the wider community by embodying the school promise * Enthusiastic, sensitive, resilient and approachable * Excellent personal organisational skills | |  | * Application form * Selection Process * References | |

Any relevant issues arising from references will be taken up at interview.

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.