

Person Specification

	Essential	Desirable	Method of Assessment
Application	<ul style="list-style-type: none"> 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) 		
Qualifications	<ul style="list-style-type: none"> Qualified teacher status 	<ul style="list-style-type: none"> Evidence of further study - this could be ongoing and/or Further Professional Qualifications 	<ul style="list-style-type: none"> Application form Selection Process Certificates
Experience	<ul style="list-style-type: none"> Effective classroom practitioner with a good knowledge and understanding of how children learn Successful experience at curriculum leadership level within a primary school. 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 	<ul style="list-style-type: none"> A range of leadership and management experience in more than one context. Teaching experience in more than one Key Stage and in mixed aged classes Teaching experience in small rural schools Experience of implementing a mixed year group curriculum Working in a federation 	<ul style="list-style-type: none"> Application form Selection Process Work related testing References
Professional Development	<ul style="list-style-type: none"> Curriculum management that has resulted in successful change and effective practice Experience of planning and managing high quality training and sustained professional development 	<ul style="list-style-type: none"> Significant contribution and evidence of impact to the professional development of other colleagues in school 	<ul style="list-style-type: none"> Application form Selection Process Work related testing References
Skills/knowledge	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Knowledge and understanding of administration and budget management processes Expertise and enthusiasm to develop the Maths curriculum 	<ul style="list-style-type: none"> Application form Selection Process Work related testing References

Personal Qualities

<p>subject knowledge, and to support each other</p> <ul style="list-style-type: none"> • Curriculum management – planning, delivery and assessment • Ability to analyse and evaluate school self-evaluation processes including the use of external and internal data in order to accurately prioritise strategic leadership objectives • Ability to initiate and lead change by inspiring and influencing others • Experience, knowledge and understanding of education partnerships • Ability to demonstrate enthusiastic, sensitive, resilient and appropriate focused leadership whilst working with others • Ability to promote high quality care, guidance and support for pupils and parents • A clear vision and understanding of the needs of all pupils in order to close gaps in achievement • Detailed knowledge of the structure and content of the current primary and Early Years curriculum • Understanding and knowledge of current issues in education 		
<ul style="list-style-type: none"> • 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 mix with a wide range of people • Commitment to working with other schools and organisations in order to secure excellent achievements for all pupils. • An enthusiasm for finding opportunities to work with other organisations and the local community to bring a wide range of experiences and perspectives to children • Enthusiasm for learning outdoors 		<ul style="list-style-type: none"> • Application form • Selection Process • Work related testing • References

<ul style="list-style-type: none"> • Access to own transport and willingness to travel between schools 		
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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.