

Person Specification

This table lists the essential and desirable requirements needed in order to perform the job effectively.

Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done.

Desirable: Requirements that would enable the candidate to perform the job well.

Evidence: **A** = Application Form, **I** = Interview, **R** = Reference.

	Essential	Desirable	Evidence
Qualifications and Professional Development			
Qualified Teacher Status	X		A/I/R
Honours Degree or equivalent qualification	X		A/I/R
Evidence of Continuing Professional Development	X		A/I/R
Experience			
Evidence of recent successful teaching experience (minimum 5 YEARS)	X		A/I/R
Evidence of a senior management role in Primary Schools for at least two years (e.g. Key Stage Leader)	X		A/I/R
Evidence of successful subject area leadership and management, which will probably include experience as a senior manager or management of staff, classroom organisation, budgets and administration in a primary school.	X		A/I
Experience of monitoring and evaluating curriculum delivery and Teaching and Learning	X		A/I
Experience of School Improvement Planning for pupil progress and monitoring the impact of action plans and interventions	X		A/I
A proven success in a leadership/management role, including the ability to lead, motivate and support a staff team	X		A/I
Evidence of a sound understanding of a range of teaching styles and approaches	X		A/I
Evidence of working in a multi-cultural and diverse school environment with a high percentage of EAL learners	X		A/I
Professional Knowledge and Understanding			

Awareness and understanding of current educational trends and issues, including national policies, Inclusions, priorities and legislation.	X		A/I
Target setting; pupil tracking; benchmarking and other method of analysing both pupil attainment and achievements.	X		A/I
Implications of equal opportunities and inclusion issues	X		A/I
Strategies for improving the quality of learning and teaching, including promoting excellence and challenging poor performance	X		A/I
Strategies for school improvement and raising standards of achievement	X		A/I
Understanding of appropriate strategies for managing pupils' behaviour	X		A/I
ICT and its effective use as a management tool as well as across the curriculum to enhance teaching and learning	X		A/I
Personal Skills and Attributes			
A highly motivated, energetic and enthusiastic team leader who is approachable and promotes positive relationships.	X		A/I/R
A proven track record as an outstanding, creative teacher who motivates children.	X		A/I/R
Able to relate well to children and share their interests and enthusiasms	X		A/I/R
Effective administrative and organisational skills	X		A/I/R
Ability to communicate orally and in writing to a wide range of audiences.	X		A/I
Working knowledge of ICT for teaching and administrative purposes	X		A/I
Ability to cope with the pressures of a demanding management position	X		A/I/R
Other			
Commitment to providing an effective learning environment appropriate to the need and abilities of all pupils	X		A/I
Commitment to the development and maintenance of positive partnerships between the school, parents and the community	X		A/I
Commitment to the School's Equal Opportunities Policy and Acceptance	X		A/I