



# Winton Primary School Appointment of Year Leader

## Person Specification

Please use your supporting statement to refer to these criteria and provide recent (last 3 years) evidence of your experience in these areas. These elements will be assessed through the application form, supporting statement and the interview process.	Desirable/Essential
A commitment to safeguarding and promoting the welfare of children	Essential
<b>Qualifications &amp; Experience</b> – evidence will be required if successful	
Qualified Teacher Status Three years, or more, of successful school based teaching experience Outstanding Primary Practitioner with a proven track record of raising attainment and achievement Experience of successfully leading whole school curriculum improvements Experience of teaching in more than one year group within the primary age range Experience in more than one school	Essential Desirable Essential  Essential Desirable  Desirable
<b>Knowledge</b>	
Understanding of how to successfully lead a team using motivation and challenge Clear understanding of the essential qualities of effective teaching and learning and how to develop them in a year team Knowledge of child development theory, latest research and studies, and evidence of their impact on teaching and learning Clear subject specialism or area of expertise Knowledge of recent educational developments, initiatives and legislation and how they may impact upon the school	Essential  Essential  Essential  Desirable Desirable
<b>Skills</b>	
Clear ideas for raising standards as well as the engagement of all learners in an exciting school ethos and well designed curriculum Ability to analyse data, the performance of pupils and pupil progress and plan appropriate actions for improvement or to address underachievement Ability to ensure ongoing professional development for team members, including coaching and mentoring Ability to lead, motivate, challenge and support others in working towards common agreed goals Excellent oral and written communication skills	Essential  Essential  Essential  Essential  Essential
<b>Qualities and Attitudes</b>	
Successful experience of working in partnership with the Governing Body, staff and parents High expectations for self and others and a strong commitment to achieving the best outcomes for every child Ability to manage time effectively and prioritise in order to achieve collective goals Resilience and the ability to remain positive and retain your sense of humour A team player who works collaboratively and effectively with others	Essential  Essential  Essential  Essential Essential