**Richard Lee Primary School**

**Person Specification : English Lead TLR2b**

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| Selection Criteria | Assessment method |
| **Qualifications*** Qualified teacher Status
* Evidence of further professional development
* NPQML/SL (desirable)
 | Application formCertificates |
| **Experience*** Exemplary classroom practitioner with the ability to interest and inspire children
* Knowledge of EYFS, KS 1 and KS2 principles and practice
* Teaching experience across at least two of these phases (desirable)
* An ability to demonstrate the highest level of knowledge and skill in the classroom organisation and management leading to the promotion of good behaviour and discipline across the school
* Recent and relevant experience of successful leadership and management of whole school initiative, year group or area which has had a significant impact on children’s achievements.
* Experience of monitoring progress and attainment across the school
 | Written statement |
| **Professional Knowledge and understanding*** Understanding of quality in learning and teaching and how to achieve excellence
* Knowledge of monitoring and evaluating performance and use of school self-evaluation in order to raise attainment
* Knowledge of best practice and procedures for safeguarding children and young people
* Understanding and knowledge of the factors that can adversely impact on pupils well-being and how schools can mitigate against them
* Knowledge and understanding of the English curriculum; professional development and enthusiasm for this area of the curriculum.
 | Written statementInterview |
| **Skills*** Able to manage change i.e. national, local and school
* Able to motivate, challenge and influence others to attain higher goals
* Able to think creatively to anticipate and solve problems
* Able to contribute to a vision and strategy for the school and secure commitment to it from others
* Able to plan for, introduce and review new initiatives
 | Written statement |
| **Professional Qualities*** Committed to the development and maintenance of good relationships with staff, parents, governors and the community
* Committed to school improvement and to developing own professional skills
* Able to show a committed, professional and loyal attitude to the school, openly modelling its aims and values at all times
* Positive enthusiastic outlook embracing risk and innovation
* A belief in pupil-centred, active learning with an ability to engage, challenge and have high expectations of children
* Committed to a collaborative school vision of excellence and equity that sets high standards for all and welcomes and secures the support of others in achieving it
* Demonstrate empathy with pupils, will still maintaining high expectations
 | Written statement |