**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 form  Certificates |
| **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 statement  Interview |
| **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 |