**Person Specification - Phase Leader**

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| **Category** | **Essential** | **Desirable** |
| **Qualifications and Training** | * QTS in primary teaching
* A minimum 2.2 Degree or equivalent
* Good knowledge of current thinking and practice in education, and with particular relevance to the new primary curriculum
 | * Evidence of further training and development
* Other professional qualifications
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| **Successful Experience** | * Appropriate experience to have credibility with the people you will work with as Key Stage leader
* Recent teaching experience in a primary school
* Experience of teaching and/or leading within this Key Stage
* Primary teaching with a track record of consistently achieving high standards
* Making the learning of young people challenging, creative, exciting and enjoyable
 | * Experience of responsibility for safeguarding or SENCO
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| **Expertise** | * Ability to teach to a consistently high standard
* Leadership potential with excellent communication skills; the potential to enthuse, inspire, influence and motivate others
* Good understanding of curriculum development and innovation
* Knowledge of successful strategies for improving the quality of provision and students’ learning and progress
* Knowledge of assessment tracking, with specific knowledge of this Key Stage
* A good understanding of the features of high quality pedagogy and practice for
* Ability to build and sustain effective working relationships with students, staff and parents
* Understanding of the use of ICT in enabling effective approaches to teaching and learning
* Ability to work effectively on own initiative
* Ability to work successfully as part of a team
* An interest in and knowledge of the features of high quality pedagogy and practice for students with special education needs
* Ability to offer extra-curricular activities and participate in wider academy life as part of our commitment to extended schooling, including the Golden Eagle Programme
 | * High level ICT teaching skills and a vision of how ICT can transform learning
* Analytical and project management skills
* Ability to initiate and manage change
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| **Personal Attributes** | * Empathy and a positive regard for young people
* A fundamental commitment to a belief that every student matters
* Desire to develop students character strengths as well as their academic abilities
* Ability to communicate persuasively with students individually and collectively
* Commitment to the Academy’s overall vision
* Commitment to regular and ongoing professional development and training to establish outstanding classroom practice
* Energy, enthusiasm, tenacity and determination; dedication and a willingness to work hard
* Flexible, adaptable and able to prioritise; resilience under pressure
* A persona that would command respect from the school and local community
* Ability to think creatively and push oneself to develop new ideas
* Emotional intelligence; adaptable to differing situations, with a clear sense of humour
* Ability to lead and manage own work effectively and take responsibility for own professional development
* Honesty and integrity
* Willingness to take a full part in the life of the school
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