**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 |
| **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 |
| **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 |
| **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 |  |