

## Person Specification

	Essential	Desirable
<b>Relevant Education &amp; Training</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Degree</li> <li>• Evidence of professional development and practice that prepares for this position</li> <li>• Leadership Training</li> </ul>	<ul style="list-style-type: none"> <li>• NPQH or NPQSL</li> <li>• Coaching / Mentoring training</li> <li>• Attachment training or relationship-behaviour training</li> <li>• Anti-bullying training</li> </ul>
<b>Relevant Experience</b>	<ul style="list-style-type: none"> <li>• Substantial knowledge and understanding of learning and teaching across the primary age range.</li> <li>• Experience of a significant leadership role.</li> <li>• Experience of assessment for learning.</li> <li>• Leading and managing change.</li> <li>• Position of whole-school responsibility.</li> <li>• Experience of monitoring and giving feedback to colleagues, including observation of teaching/feedback from book scrutiny resulting in an improved outcome</li> <li>• Clear understanding and detailed knowledge of KS1 and KS2 current curriculum and assessment requirements.</li> <li>• Successful leadership of a team of staff.</li> <li>• Experience of developing subjects or aspects across the whole school.</li> <li>• Experience of coaching and/or mentoring.</li> <li>• Excellent and effective teacher, with teaching experience of varied age groups.</li> <li>• Experience of teaching in more than one key stage.</li> <li>• Experience of successfully managing challenging situations involving families, pupils and staff</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a close partnership of schools, or multi-academy trust</li> <li>• Experience of working with school governors.</li> <li>• Experience of effectively managing staff performance and supporting performance development.</li> <li>• Ability to recommend whole school practices to improve teaching.</li> <li>• Experience in the recruitment, selection and induction of new staff.</li> <li>• Management of budget and other resources</li> <li>• Experience of managing school systems, such as analysis of behaviour logs or monitoring schedules</li> <li>• Proficiency in a language, or performing and creative arts</li> </ul>
<b>Relevant Aptitudes</b>	<ul style="list-style-type: none"> <li>• Energy, enthusiasm and strong interpersonal skills.</li> <li>• To demonstrate leadership qualities including energy, resilience and positivity.</li> <li>• To demonstrate resilience and perseverance in the face of difficulties and challenge.</li> <li>• To further own professional development and keep abreast of research and innovation.</li> <li>• Commitment to pastoral care of children.</li> <li>• Commitment to distributed leadership involving teaching and support staff.</li> <li>• To be able to work on own initiative</li> <li>• To be prepared to challenge underachievement</li> </ul>	<ul style="list-style-type: none"> <li>• To be able to develop and maintain effective relationships with all stakeholders</li> <li>• Creativity and ability to engage in critical reflection</li> <li>• To be able to deal sensitively with people, challenging when necessary, and able to resolve conflicts</li> <li>• To demonstrate a commitment to inclusion</li> <li>• The skills to be a role model for other staff in teaching and pastoral care throughout the school.</li> </ul>