**PERSON SPECIFICATION – UKS2 PHASE LEADER**

All post holders are expected to demonstrate a commitment to Equal Opportunities and a proven ability to work effectively in culturally and linguistically diverse classrooms

|  |  |
| --- | --- |
| **Training and Qualifications**   1. Qualified Teacher Status 2. Evidence of continuing recent professional development relevant to the post | Essential  Desirable |
| **Knowledge and Understanding**   1. Understanding of equality of opportunity issues and how they can be effectively addressed in schools 2. Knowledge and understanding of current theory and best practice in learning and teaching, particularly as it relates to high achievement and attainment 3. Understanding of a diverse range of teaching and learning styles and techniques 4. Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards 5. Knowledge of the new curriculum and assessment 6. Good understanding of effective procedures for managing and promoting positive behaviour among pupils 7. Good understanding of the role of parents and the community in school improvement and how this can be practised and developed 8. Clear understanding of data analysis and the important impact this can have on achievement and attainment | Essential  Essential  Essential  Essential  Essential  Essential  Desirable  Desirable |
| **Experience**   1. Successful experience of teaching in KS2 2. Proven record of raising attainment in UKS2 3. Experience of promoting positive behaviour conducive to learning and which is focused on raising standards 4. Experience of the use of moderation in assessment 5. Evidence of supporting colleagues to raise attainment | Essential  Essential  Essential  Essential  Essential  Essential |
| **Characteristics and Competencies**   1. Ability to promote the schools’ aims and core values positively 2. Ability to develop good personal relationships within a team, making an effective contribution to high morale 3. Ability to establish and develop effective relationships with parents, governors and the community 4. Ability to communicate effectively (both orally and in writing) to a variety of audiences 5. Ability to create a happy, challenging and effective learning environment 6. Enthusiasm, determination and drive to inspire others to achieve high standards 7. An appetite and stamina for challenging work 8. A solution-focused mindset and determined “no-excuses” approach to raising standards 9. A lively, creative and good-humoured approach to all aspects of teaching, management and leadership 10. Ability to be a good role model for colleagues in all aspects of school life | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential |