**PERSON SPECIFICATION**

**LOWER KEY STAGE 2 PHASE LEADER OF ESSENDINE COMMUNITY PRIMARY SCHOOL**

**The interview panel will take into account the qualifications, skills, experience and personal attributes of each candidate**.

**1. QUALIFICATIONS, SKILLS, EXPERIENCE AND PERSONAL ATTRIBUTES**

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| **QUALIFICATIONS, SKILLS, EXPERIENCE AND PERSONAL ATTRIBUTES** | **Essential (E) Desirable (D)** | **Identified by** |
| **QUALIFICATIONS AND EXPRIENCE** |  |  |
| Teaching qualification and qualified teacher status | E | Application |
| At least three years teaching experience, with majority in Key Stage 2 | E | Application |
| Experience of successfully leading a core subject | D | Application |
| **SKILLS** |  |  |
| Proven skills as a good/outstanding teacher | E | Application/interview |
| Excellent interpersonal skills with the ability to work with staff as a team   * ability to inspire, challenge, motivate and empower others * flexibility, initiative and the capacity to maintain a positive attitude * ability to model the values and vision of the school * ability to build and maintain good relationships | E | Application/interview |
| Strategic management   * ability to prioritise, plan and organise self and others * ability to work well under pressure and meet deadlines | E | Application/interview |
| Excellent communication skills | E | Application/interview |
| **PLANNING AND ASSESSMENT** |  |  |
| Ability to plan and assess effectively | E | Application |
| Experience of a range of summative and formative assessment procedures | E | Application |
| **IMPROVING TEACHING AND LEARNING** |  |  |
| An excellent classroom practitioner able to lead by example | E | Application/interview |
| Have a sound understanding of statutory National curriculum frameworks at the appropriate key stage | E | Application/interview |
| Able to use and disseminate effective primary teaching and learning strategies used to raise pupil attainment and achievement | E | Application/interview |
| Proven experience of raising standards for all pupils, including underachieving and disadvantaged pupils | E | Application/interview |
| **PERSONAL ATTRIBUTES** |  |  |
| Enthusiasm, energy and perseverance | E | Application/interview |
| Commitment, reliability, integrity, rigour | E | Application/interview |
| People skills: tact, diplomacy, conflict resolution, inclusion, team building, respect for others, child and family-friendly | E | Application/interview |
| Demonstrates an empathy for the diverse cultural and religious background of the community served | E | Application/interview/task |
| Creativity and imagination to anticipate and solve problems | E | Application/interview |
| Good judgement | E | Application/interview |
| **DATA ANALYSIS** |  |  |
| Ability to analyse, interpret and act on data and teacher assessment in order to ensure effective pupil progress. | E | Application/interview |
| Experience of target setting | D |  |
| **Resource Management** |  |  |
| Ability to manage a budget and maximise resources | E | Application/interview |