

Middle Leader Person Specification

| | Essential | Desirable | How identified* |
|--|------------------|-----------|--|
| A Qualifications and Experience 1. Good Honours Degree or other equivalent qualifications 2. Qualified Teacher Status 3. Outstanding practitioner with a minimum of 2 years' experience consistently meeting the Teachers' Standards | Y Y Y | | AF AF AF Int Obs |
| B. Knowledge and skills 1. Thorough knowledge of National Curriculum requirements, with a strong understanding of progression in core and foundation subjects 2. Excellent knowledge of curriculum planning such that it inspires all learners, stretches the most able and is accessible to children with additional needs 3. Interest in / knowledge of current debates about the curriculum and theories of how children learn 4. Strong knowledge of the role of assessment and understanding of its use to improve progress, achievement and attainment. 5. Excellent understanding of how to create a positive learning environment, where children's good manners and positive behaviour are developed, with ability to guide staff on behaviour management | Y Y Y Y | Y | AF Int AF Int Obs Int AF Int Obs Int Obs |

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|--|------------------------------------|---|---|
| 6. Clear understanding of how to keep children safe, and knowledge of the statutory requirements of legislation concerning Safeguarding Children. | Y | | AF Int |
| C. Leadership and Management 1. Good understanding of how to lead, motivate, manage and support teachers and teaching assistants to secure outstanding provision 2. Ability to support and develop colleagues; to develop coaching skills and willingness to learn performance management skills | Y | Y | AF Int Int |
| D. Professional Characteristics 1. Commitment to The Blue School's Christian Vision and ability to promote through leadership, teaching and worship activities 2. Highly professional, with the ability to sustain effective relationships with colleagues, parents, governors and the community and to respect confidentiality 3. Ability to create a happy, challenging and effective learning environment 4. Ability to motivate yourself and to remain calm if under pressure 5. Ability to meet deadlines and be well-organised 6. Ambitious, with commitment to your own professional development | Y Y Y Y Y Y | | AF Int Int Int Obs AF Int Int Obs AF Int |

* Candidates will be evaluated against these criteria through the means below:

AF - Responses on the application form (and its supporting statement)

Int - This point will be explored with candidates at interview

Obs - this point will be evaluated through observation of teaching