



# OLDFIELD SCHOOL

## Person Specification

<b>Position:</b>	Leader of Learning
<b>Responsible to:</b>	Headteacher via SLT Line Manager
<b>Responsible for:</b>	Teaching and support staff within the learning area
<b>Grade:</b>	T L7-11
<b>Disclosure Level:</b>	Enhanced DBS

### Person Specification

*The following person specification outlines the key skills and experience required for this position.*

*The selection panel will assess each candidate against the criteria listed below expecting candidates to demonstrate knowledge and understanding of each area and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in the school context.*

*The panel will use the following assessment tools: application form; interview / assessment activities; reference and other employment checks.*

#### Qualifications

- Good subject specific degree.
- Qualified Teacher Status.
- Evidence of wider, recent and relevant professional development related to school leadership issues.

#### Experience

- Outstanding teacher.
- Successful experience in middle leadership in the secondary sector with a clear record of improving learning and raising student achievement.
- A proven track record demonstrating progress made with own classes.
- Demonstrate successful, creative teaching which embraces contemporary pedagogy.
- Experience and commitment to teaching in a comprehensive school.
- Experience of teaching and learning in a secondary school across KS3 to KS5.
- Experience of leading and working successfully within a school community.
- Experience of involving parents/carers in their child's learning.
- Experience of managing change in learning and teaching and raising student achievement.

- Experience of quality assurance and self-evaluation and using the outcomes in future planning.
- Experience in using new technologies to improve learning.

**Knows about:**

- Working knowledge of relevant subject examination syllabuses.
- Understanding of the key national developments affecting mathematics.
- Knowledge of current education policy relating to schools.

**Able to:**

- Lead, motivate, challenge and inspire staff and students.
- Create, develop and apply vision in the learning area.
- Identify, challenge and improve underperformance.
- Initiate and successfully implement change including raising achievement.
- Lead improvement and development in learning and teaching in the learning area.
- Promote a curriculum which meets students' needs and national priorities.
- Use data to monitor/track progress and support learning, set targets and monitor and evaluate performance.
- Improve students' behaviour.
- Empower and sustain effective teams.
- Communicate clearly, both verbal and written.
- Delegate and negotiate.
- Organise, plan and prioritise time effectively.
- Act decisively.

**Committed to:**

- A collaborative school vision of excellence and equity that sets high standards for every student.
- The setting and achieving of ambitious, challenging goals and targets.
- Evaluating practice and embedding a process of continuous improvement.
- Inclusion and the ability and right of all to be the best they can be.
- The raising standards for all in the pursuit of excellence.
- The continuing learning of all members of the school community.
- Distributed leadership and management.
- The sustaining of personal motivation and that of all staff.
- The developing and sustaining of a safe, secure and healthy school environment.
- Collaborating with others in order to strengthen the school's organisational capacity and contribute to the development of capacity in other schools.
- Individual, team and whole-school accountability for student performance.
- Effective team work within the school and with external partners.
- Involvement of parents and the community in supporting the learning of children and in defining and realising the school's vision.
- Being a high profile presence in and around the school.
- Supporting the full life of the school.

**Personal Qualities**

- High levels of motivation and energy, ambitious and upbeat.
- Enthusiasm, drive and a love for the job.
- Clear vision and an innovative approach.

- Flexible and collaborative.
- A passion for ensuring all aspects of school life demonstrate integrity and respect.
- Sense of humour and ability to work under pressure whilst maintaining an appropriate work/life balance.
- Willingness to challenge others to produce positive outcomes.
- Be passionate about teaching and learning.
- Be passionate about high standards and achievement and excellence for all.
- Enthusiasm for student welfare, their success and happiness.

*Oldfield School is committed to safeguarding and promoting the welfare of children and young people and the successful candidate must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure and Barring Service (DBS) check.*