



Byron Court Primary

FACULTY LEADER

Person Specification

*** Key Criteria**

Expertise	Essential	Shortlisting	Interview	Presentation
Qualifications	*Qualified teacher status	✓		
	Evidence of continuing professional development or further professional study	✓		
Experience	*Successful experience as a middle manager or senior teacher in a primary school	✓	✓	
	Successful teaching experience of the age range served by the school	✓		
	Successful experience of working in a multicultural and multilingual environment.	✓		
A. Shaping the Future	*Ability to provide clear educational direction and lead by example.	✓	✓	✓
	*Ability to formulate aims, policies and plans and monitor, evaluate and review the impact of these.	✓	✓	
	*Successful experience of organising, promoting and evaluating curriculum development across a range of subjects and concerns, and with regard to methodology as well as content.	✓	✓	
	Ability to work in partnership with the headteacher, SLT, LT, WLT and Governing Body	✓	✓	✓
	Knowledge of current education developments and statutory requirements	✓	✓	✓
	Experience of involvement with the School Evaluation Form and a school's Ofsted action plan leading to improvement strategies.	✓		
B. Leading Learning and Teaching	*Understanding of the principles of effective learning and the ability to promote a culture of learning throughout the school	✓	✓	✓
	*Successful experience of monitoring, evaluating and improving the quality of teaching and learning	✓	✓	✓
	*Experience of promoting the personal, social, moral, cultural and spiritual development of pupils	✓	✓	
	* Excellent classroom practitioner	✓		
	Understanding of the principles of good curriculum provision across the Key Stages.	✓	✓	✓
	Understanding of the role of assessment in children's learning	✓	✓	
	*Successful experience of setting and achieving challenging targets for the school, teachers and pupils	✓	✓	✓

		Shortlisting	Interview	Task
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	Successful experience of collecting, analysing and using data on pupils' progress and performance to raise standards, using appropriate systems of ICT	✓	✓	
	Evidence of raising standards and achievement.	✓	✓	
C. Developing Self and Others	*Ability to manage time well and work under pressure to deadlines	✓	✓	✓
	*Effective ICT skills	✓		
	*Effective interpersonal, communication and presentation skills	✓	✓	✓
	*Resilience, flexibility and ability to retain a sense of perspective	✓	✓	✓
	Demonstrate an understanding of recent educational developments and pedagogy.	✓	✓	
	Ability to write clearly and accurately and communicate effectively with an appropriate sense of audience	✓	✓	✓
D. Leading and Managing Managing the Organisation Securing Accountability	*Successful experience of leading and motivating staff and supporting them in their work	✓	✓	
	*Ability to work closely with and support the headteacher and deputy in achieving the school's aims	✓	✓	
	Ability to support effective communication between the head and others within the school's community		✓	✓
	Successful experience of leading in service training for staff	✓	✓	
	Ability to plan, allocate, delegate support and evaluate work undertaken by groups, teams and individuals.	✓	✓	✓
	*Ability to lead and work effectively in teams	✓	✓	
	Ability and willingness to accept delegated powers and act on them.	✓	✓	
	*Ability to support the headteacher and deputy in deciding on the effective deployment of staff.	✓	✓	
	Some experience of managing and monitoring a budget and resources	✓	✓	
E. Strengthening Community	*Understanding of the factors which create barriers to learning and ability to implement appropriate strategies for reducing inequalities and promoting social inclusion	✓	✓	✓
	Ability to support the head and deputy in creating and maintaining good behaviour and discipline	✓	✓	

F = Fully met

M = Mainly met

P = Partly met

N = Not met

		Shortlisting	Interview	Task
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	*Successful experience of creating and maintaining effective partnerships with parents, to support pupils' learning	✓	✓	
	Successful experience of establishing community links; experience of networking.	✓		
F. Suitability to work with children	*Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	✓	
	Emotional resilience in working with challenging behaviours	✓	✓	
	*Appropriate attitudes to use of authority and maintaining discipline	✓	✓	

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