

Person Specification Form

Job title: TEACHING AND LEARNING LEAD (READING DEVELOPMENT)		Grade: Lead Practitioner 1
Establishment or team: A key role within STEP Academy Trust's Teaching and Learning Team		
Requirements (based on the Job Description)	Essential (E) or desirable (D)	To be identified by: application form (AF), interview (I), reference (R)
Qualifications		
– Qualified Teacher Status with a successful NQT year completed.	E	AF
– Degree or equivalent.	E	AF
– Master's degree or engagement with Master's study	D	AF
– Recognised reading CPD accreditation	D	AF
Experience		
– A record of outstanding practice and results as a classroom practitioner and leader.	E	AF/I
– Evidence of successful leading of reading within a school.	E	AF/I
– Evidence of developing reading across schools.	D	AF/I
– Evidence of engagement and involvement with leading reading organisations.	E	AF/I
– Evidence of delivery of CPD/INSET for reading.	E	AF/I
– Evidence of planning and implementing reading teaching and learning strategy across a school.	E	AF/I
– Evidence of working strategically with Senior Leadership teams.	E	AF/I
– Evidence of implementation of effective and accurate reading assessment across a school.	E	AF/I
– Evidence of working with a Strategic Governing Body to promote their strategic understanding of the teaching and learning of reading across an academy.	E	AF/I
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Knowledge, skills and abilities		
– Excellent classroom practitioner.	E	AF/I
– Excellent knowledge of reading instruction.	E	AF/I
– Excellent pedagogical understanding of the teaching of reading.	E	AF/I

– Excellent knowledge of latest research into the teaching and learning of reading.	E	AF/I
– Excellent communication skills, both written and oral.	E	AF/I
– A commitment to undertake and use evidence-based research to promote the continuous growth and development of reading teaching and learning across the Trust.	D	AF
– Excellent understanding of the use of IT to promote reading.	D	AF/I
– To understand the mission/aims of STEP Academy Trust and STEP compass.	E	I
– To be aware of Child Protection policy/procedures.	E	AF/I
– Able to interpret data and translate this to priorities for school improvement in regards to reading.	E	A/I
– A secure understanding of the National Curriculum for reading.	E	AF/I
– Awareness/commitment to Equality and Diversity.	E	AF/I/R
– To be able to manage and support strategic change.	E	I
Other (including special requirements)		
Access to car	D	AF/I
Commitment to equality and diversity	E	I
Commitment to health and safety	E	I
Commitment to attendance at work	E	I
Confidential References and Reports		
References should provide a strong level of support for relevant professional and personal knowledge, skills and abilities related to above	E	R
Positive recommendation from current employer	E	R
Satisfactory health and attendance record	E	R