

Person Specification

Position: **Teaching and Learning Lead Practitioner**

Qualifications and Experience					
Essential		Desirable	<i>Application</i>	<i>Interview</i>	<i>Task / Observation</i>
1	<i>DfE recognised Qualified Teacher Status, and recent and relevant CPD.</i>	<i>A willingness to apply for the Future Leaders Programme.</i>	✓	✓	
2	<i>Record of outstanding classroom practice with at least 4 years teaching experience.</i>	<i>Experience teaching across the year groups.</i>	✓	✓	
3	<i>Evidence of successful curriculum leadership.</i>	<i>Experience of leading a core curriculum area.</i>	✓	✓	✓
4	<i>Proven track record of raising standards and meeting challenging targets.</i>	<i>Achievement of high KS1 / KS2 SATs results.</i>	✓	✓	

Abilities and Skills					
Essential		Desirable	<i>Application</i>	<i>Interview</i>	<i>Task / Observation</i>
5	<i>Ability to communicate effectively with all members of the school community.</i>		✓	✓	✓
6	<i>Ability to lead and manage an effective team, challenging and developing staff and pupils.</i>		✓	✓	
7	<i>Effective behaviour management skills; able to coach others to develop their skills in this area.</i>		✓	✓	
8	<i>Ability to lead, motivate and inspire others and to promote a positive school ethos.</i>		✓	✓	
9	<i>Ability to accurately grade lessons, identify targets and support teacher development.</i>		✓	✓	✓
10	<i>Ability to identify and implement successful inclusion strategies for all children</i>		✓	✓	✓
11	<i>Ability to plan, organise and prioritise work in order to meet deadlines.</i>		✓	✓	

Knowledge and Understanding					
Essential		Desirable	<i>Application</i>	<i>Interview</i>	<i>Task / Observation</i>
12	<i>Able to analyse, interpret and respond to school performance data, identifying areas for improvement.</i>		✓	✓	✓
13	<i>Excellent understanding of curriculum and pedagogical issues, including recent developments within the primary phase.</i>		✓	✓	
14	<i>Understanding of statutory and non-statutory primary frameworks.</i>		✓	✓	
15	<i>Understanding of innovative and creative strategies that enable children to make excellent progress.</i>			✓	✓
16	<i>Thorough understanding of and commitment to equality of opportunity</i>		✓	✓	
17	<i>Knowledge of safeguarding and child protection issues.</i>		✓	✓	

Personal skills and attributes

Essential		Desirable	<i>Application</i>	<i>Interview</i>	<i>Task / Observation</i>
28	<i>Able to demonstrate resilience, and willing to face new challenges with enthusiasm and positivity.</i>		✓	✓	✓
19	<i>Ability to work independently and on own initiative; take responsibility for own professional development.</i>		✓	✓	