

Personal Specification

Position: **Acting Team Leader**

Qualifications and Experience					
Essential		Desirable	<i>Application</i>	<i>Interview</i>	<i>Observation</i>
1	DFE recognised Qualified Teacher Status, and recent and relevant CPD.		✓		
2	Record of outstanding classroom practice with at least 3 years teaching experience.	Experience in Upper KS2.	✓	✓	✓
3	Evidence of successful curriculum leadership with demonstrable impact.	Successful planning and implementation of a whole school initiative.	✓	✓	
4	Proven track record of raising standards and meeting challenging targets.	Achievement of excellent KS1 / KS2 SATs results.	✓	✓	

Abilities and Skills					
Essential		Desirable	<i>Application</i>	<i>Interview</i>	<i>Observation</i>
5	Ability to plan, organise and prioritise work in order to meet deadlines.		✓		
6	Effective behaviour management skills; able to coach others to develop their skills in this area.		✓	✓	✓
7	Ability to communicate effectively with all members of the school community.			✓	✓
8	High standard of spoken and written English.		✓	✓	
9	Ability to think creatively and actively seek solutions to problems.		✓	✓	✓
10	Ability to lead, motivate and inspire others and to promote a positive school ethos.		✓	✓	

Knowledge and Understanding					
Essential		Desirable	<i>Application</i>	<i>Interview</i>	<i>Observation</i>
11	Able to analyse, interpret and respond to performance data within a year group, identifying areas for improvement.	Knowledge and understanding of end of EYFS / KS1 / KS2 data.	✓	✓	
12	Excellent understanding of curriculum and pedagogical issues, including recent developments within the primary phase.		✓	✓	
13	Understanding of innovative and creative strategies that enable children to make excellent progress.			✓	✓
14	Thorough understanding of and commitment to equality of opportunity		✓	✓	
15	Knowledge of safeguarding and child protection issues.		✓	✓	

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