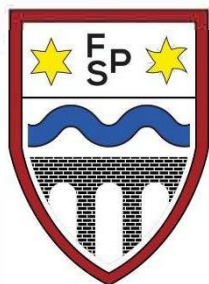




FENISCOWLES PRIMARY SCHOOL
'STRIVING FOR EXCELLENCE'



PHASE LEADER

PERSON SPECIFICATION

Education/ Qualifications / Knowledge

| | Essential | Desirable | Evidence Source |
|---|-----------|-----------|-----------------|
| Qualified Teacher Status | X | | A, I, R |
| Up to date knowledge and understanding of effective teaching and learning in Key Stage Two | x | | A, I |
| Up to date knowledge and understanding of effective teaching in Key Stage Two | | x | A |
| Relevant leadership and management training and development | | X | A, I |
| Evidence of NQP completion | | x | A |
| Track record of relevant continuing professional development | X | | A,I,R |
| Understanding of process of school self-evaluation and improvement planning (At subject leader level) | | x | A,I,R |

Experience

| | Essential | Desirable | Evidence Source |
|--|-----------|-----------|-----------------|
| Significant experience as a class teacher | x | | A |
| Experience across the Primary Phase | | X | A |
| Experience of devising and coordinating staff development initiatives | X | | A,I,R |
| Experience of teaching pupils with a range of additional learning needs | X | | A,I |
| Experience of statutory assessments (For example the year 4 multiplication check or year 6 SATs) | x | | A, I |

| | | | |
|--|---|--|-------|
| A proven record of successful leadership at subject leader level or as a senior leader | x | | A,I,R |
| Experience of working with parents, governors, outside agencies and the community | X | | A,I |

Aptitudes and Skills

| | Essential | Desirable | Evidence Source |
|---|-----------|-----------|-----------------|
| Excellent communication and interpersonal skills | X | | I,R |
| Well-developed ICT skills | X | | A |
| Excellent classroom practitioner | X | | A,I,R |
| High expectations of pupils' achievement and behaviour | x | | A,I |
| Excellent organisational skills and ability to work to agreed targets and deadlines | x | | A,R |
| Ability to: <ul style="list-style-type: none"> • lead and motivate staff • provide leadership and practical support to colleagues • work with a team of colleagues to achieve an agreed goal • track pupil progress and analyse data. | x | | A,I,R |

Personal Attributes

| | Essential | Desirable | Evidence Source |
|--|-----------|-----------|-----------------|
| Strong and confident, able to lead and motivate pupils and staff | X | | A,I |
| High calibre of written and oral communication skills | X | | A,I |
| Highly motivated and hard working | x | | A,I,R |
| A proven ability to relate well to pupils, colleagues, parents, governors and the wider school community | x | | I,R |
| Approachable | X | | R |
| Values of : inclusion, respect, endeavour, integrity, Forgiveness and safety | X | | A, I |