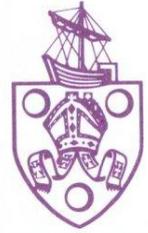


St Nicolas CE School Phase Leader

Person Specification



Selection decisions will be based on the criteria outlined below. At each stage of the process, an assessment will be made by the recruitment panel to determine the extent to which the criteria have been met.

When completing a supporting statement, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to work or other relevant experience.

| | Essential | Desirable |
|-----------------------|--|--|
| Qualifications | <ul style="list-style-type: none"> Qualified Teacher Status | |
| Experience and Skills | <ul style="list-style-type: none"> Evidence of and commitment to continuing professional development Experience of teaching in and implementing the Primary Curriculum Experience of leading a curriculum area/school improvement initiative An understanding of the essential strategies for improving the quality of learning and teaching in primary schools Knowledge of a range of effective classroom and behaviour management strategies Lead by example especially as a class teacher Create a positive team spirit, delegating and negotiating when necessary and resolving conflict An ability to hold others to account for their performance An understanding of CPD available to help improve practice. Knowledge of safeguarding and child protection issues. Experience of implementing a range of strategies and resources that support the development of the curriculum. Experience in speaking to parents/carers regarding behaviour concerns | <ul style="list-style-type: none"> Mentoring student teachers or ECTs Experience of teaching across the key stages Coaching/mentoring teachers Experience of planning and delivering phase / whole school assemblies Ability to analyse data, to evaluate performance, and plan an appropriate course of action for improvement In depth knowledge of a core curriculum area or strategy Experience in managing statutory assessments such as one or more of the following: KS1/2 SATs, Phonics Screening, MTCs |

| | | |
|-----------------------------------|---|--|
| | Experience of lesson observations, learning walks, book monitoring | |
| Personal Qualities and Attributes | <ul style="list-style-type: none"> • Reflective practitioner • High expectations of self, children and all other adults • Positive, energetic and enthusiastic approach which includes being resilient • Good interpersonal skills • Ability to work well in a team • Well organised • An ability to be innovative and inspire others • Awareness of the importance of confidentiality and data protection • Willing to engage in all aspects of school life | |