## Person specification

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| **School: Shotley Bridge Primary School** |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| Application  | * Fully completed, well-structured application form outlining how you meet the Person Specification
* Well-structured supporting letter outlining an area you have led that has resulted in sustained improvement in pupil achievement -(No more than 1000 words)
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| Qualifications | * Qualified teacher status
 | * Evidence of further study - this could be ongoing and/or Further Professional Qualifications
 | * Application form
* Selection Process
* Certificates
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| Experience | * Outstanding classroom practitioner with a good knowledge and understanding of how children learn
* Successful experience at curriculum leadership level within a primary school.
* Experience of successful and co-operative working as a member of a team
* Experience of the successful leadership of change
* Experience of improving the skills of other practitioners
* Experience of leading safeguarding procedures in a school
 | * A range of leadership, management and teaching experience in more than one context
* Teaching experience in more than one Key Stage
* Successful leadership experience across multiple settings
* Experience of leading performance management
* Experience of administration and budget management processes
* Experience of Governance
 | * Application form
* Selection Process
* Interview Tasks
* References
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| Professional Development | * Curriculum management that has resulted in successful change and effective practice
* Experience of planning and managing high quality training and sustained professional development
* Significant contribution and evidence of impact to the professional development of other colleagues in school
 | * Significant contribution and evidence of impact to the professional development of colleagues in other schools/ setting
 | * Application form
* Selection Process
* Interview Tasks
* References
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| Skills/knowledge | * Ability to enthuse, engage and inspire children across the primary age range
* Ability to communicate effectively in a variety of situations
* Ability to lead by example with integrity, creativity, resilience and clarity
* Proven ability to promote an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other
* Curriculum management – planning, delivery and assessment
* Ability to analyse and evaluate school self-evaluation processes including the use of external and internal data in order to accurately prioritise strategic leadership objectives
* Ability to initiate and lead change by inspiring and influencing others
* Experience, knowledge and understanding of education partnerships
* Ability to demonstrate enthusiastic, sensitive, resilient and appropriate focused leadership whilst working with others
* Ability to promote high quality care, guidance and support for pupils and parents
* A clear vision and understanding of the needs of all pupils in order to close gaps in achievement
* Detailed knowledge of the structure and content of the current primary and Early Years curriculum
* Understanding and knowledge of current issues in education
 | * Knowledge of administrative procedures
* Knowledge of website compliance
* Ability to communicate via social media and websites
* Ability to lead remote education/online learning.
 | * Application form
* Selection Process
* Interview Tasks
* References
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| Personal Qualities | * Evidence of being able to build and sustain effective working relationships with staff, Governors, parents and the wider community
* Flexibility and adaptability to be able to work effectively with a wide range of people
 |  | * Application form
* Selection Process
* Interview Tasks
* References
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Any relevant issues arising from references will be taken up at interview.

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.