

GEORGE SPICER PRIMARY TLR 2B PERSON SPECIFICATION

CORE REQUIREMENTS FOR LEADER OF LEARNING

		Essential/ desirable	Application form	Interview	Observation	Presentations
1.	Qualifications and training					
1.1.	DCSF qualified teacher status	E	✓			
1.2	Good honours degree or equivalent.	D	✓			
1.3	Evidence of continual professional development.	E	✓			
1.4	Management and leadership skills training.	D	✓			

2.	Experience					
2.1	Excellent classroom practitioner.	E	✓		✓	
2.2	Experience in more than one phase.	D	✓			
2.3	Evidence of leading whole school/ phase projects	E	✓	✓		✓
2.4	Ability to leading and structuring planning, monitoring, review and evaluation.	E	✓	✓	✓	✓
2.5	Ability to use to data effectively to drive forward change	E	✓	✓		✓
2.6	Developing partnership with staff, parents and other community stakeholders in a school.	E	✓	✓		✓
2.7	Leading and working as part of a team.	E	✓	✓	✓	✓

3.	Knowledge					
3.1	Knowledgeable about George Spicer and our ethos and values.	E		✓		✓
3.2	Sound knowledge and understanding of recent education legislation and its impact on schools.	E	✓	✓	✓	✓
3.3	Understand a range of approaches to teaching and learning to meet the needs of pupils with varying learning abilities.	E	✓	✓	✓	✓
3.4	Knowledge of effective strategies to ensure that children make good progress.	E	✓	✓	✓	✓
3.5	A substantial knowledge, experience and enthusiasm for curriculum leadership and development, including a clear grasp of recent changes.	E	✓	✓		✓

4.	Skills and abilities					
4.2	Ability to provide a stimulating and child centred environment, which promotes high expectations, pupil enquiry and sustained work.	E	✓	✓	✓	
4.3	Demonstrate the skills to ensure the successful management and implementation of change.	E		✓		✓
4.4	Proven ability to raise standards.	E	✓	✓		✓
4.5	Skilled in managing behaviour positively across a year group.	E	✓	✓	✓	
4.6	Ability to assess pupils work and make judgements about appropriate provision.	E	✓	✓	✓	
4.7	Proven ability and confidence to lead and manage teams.	E		✓	✓	✓
4.9	Proven ability to prioritise and organise.	E		✓		✓
4.10	Effective communication skills (both orally and in writing).	E	✓	✓	✓	✓
4.11	Proven ability to identify and support own training needs and those of staff.	E	✓		✓	✓
4.13	Proven ability to identify problems/needs and devise solutions.	E	✓	✓	✓	✓

5.	Personal Quality					
5.1	Enthusiastic about learning and development for all involved in the school.	E	✓	✓	✓	✓
	Able to communicate effectively and promote a positive atmosphere whilst still being able to hold people to account.	E	✓	✓		
5.2	Promotion of creative approaches to learning and teaching.	E	✓	✓	✓	✓
5.3	Proactive, self-motivated and resilient.	E	✓	✓		
5.4	Ability to maintain a work life balance.	E	✓	✓		

6.	Commitment to the promotion and awareness of Equal Opportunities issues, Safeguarding and Health & Safety at Work					
6.1	Proven ability to demonstrate awareness of the principles of equality and a commitment to equal of access and opportunity for both staff and children.	E	✓	✓		
6.2	A commitment to safeguarding and promoting the welfare of children.	E	✓			
6.3	Proven ability to develop strategies for risk assessment and to evaluate risk to self and to others and to take appropriate action.	E	✓			
6.4	Proven ability to demonstrate commitment to the promotion of safe working practises and the provision of a safe learning environment for pupils and staff.	E	✓			