***Personal Specification****: TLR 2a Design & Technology*

LONDON BOROUGH OF ENFIELD  
PRINCE OF WALES PRIMARY SCHOOL  
**Learning Together, Growing Together**



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| **Area** | **Requirement** | **Essential** | **Desirable** |
| **Professional Qualifications** | • Qualified teacher status  • Evidence of recent professional development relative to the post | Y Y |  |
| **Teaching and Learning** | Successful completion of NQT yearTake a leading role in the achievement of all pupilsSolid understanding of how children learn  * Enthusiasm for teaching and learning * An classroom practitioner with a track record of good and outstanding teaching  Ability to plan, teach and assess effectively and to a high standardThorough understanding of and commitment to inclusive education  * Excellent understanding of assessment and how to use it to maximise pupil progress  Effective behaviour management skills  * Evidence of impacting on the quality of teaching of others * Evidence of impacting on a curriculum area and standards * Experience of using and selecting ICT to enhance teaching and learning * Experience of supporting the leadership team to monitor, evaluate and improve teaching and learning across the school * Has experience of using research evidence to inform teaching and learning | Y  Y Y  Y  Y  Y  Y  Y  Y  Y  Y  Y | Y  Y  Y |
| **Strategic Development** | * Experience of leadership and management in a primary school or other educational settings  Knowledge of current educational issuesUnderstanding of national strategies  * Able to articulate ways of communicating and implementing a shared vision * Experience of self-evaluation and action plan review * Evidence of leading change which has impacted on pupil progress | Y  Y  Y  Y  Y | Y |
| **Working with Others** | Be an excellent role model, set high standards and model good professional relationshipsAbility to lead, motivate and influence others effectivelyUnderstands the importance of working in co-operation and partnership with colleaguesEffective communication and interpersonal skillsApproachable, accessible and flexible  * High expectations and standards of self and others * Experience of supporting colleagues to improve performance | Y Y Y  Y  Y  Y  Y |  |
| **Management ability** | High level of organisational skills and an ability to take on new initiatives  * Ability to anticipate and solve problems * Ability to establish and sustain appropriate management structures * Understanding of the need to develop and sustain a safe, secure and healthy school environment * The ability to create a stimulating and attractive environment that supports learning -inside and out * Experience of developing, implementing, monitoring and evaluating school policies  The ability to set targets and complete tasks to meet deadlines  * Able to prioritise, plan and organise own workload and that of others * Organise and lead staff training * Managing resources and given budgets effectively * Ability to use ICT as a management tool and to communicate effectively * To ensure the school website reflects the vision of the school through the work they do | Y Y Y  Y Y  Y  Y  Y  Y  Y  Y | Y |
| **Working Partnerships** | Commitment to parent and community partnerships  * Ability and desire to encourage parents to support their children’s learning and behaviour and to realise the school’s vision * Able to listen to, reflect and act on feedback from stakeholders as appropriate * Experience of leading a project to enhance the school’s provision and reputation in its community * Commitment to the wider curriculum beyond school and the opportunities it provides for pupils and the school community | Y  Y  Y  Y | Y |
| **Personal Skills and Attributes** | * Possesses a genuine empathy with children  Demonstratesnd raisingstandard Headteacherraiser enthusiasm, commitment, resilience and energy with the ability to motivate and inspire others  * Able to communicate effectively and concisely * A good listener, capable of making reasoned and considered judgements * Approachable, and possessing integrity * Inspires confidence and trust * An excellent record of punctuality and attendance | Y Y  Y Y Y Y  Y |  |
| **Accountability** | * Understands and can describe how the post holder will assist Governors and the Headteacher in carrying out their responsibilities effectively * Understands the role of Ofsted * Has a good understanding of the need to be accountable to parents for the education of their child and can demonstrate a knowledge of strategies that would enable parents to be involved in the life of the school * Ability and desire of challenging and supporting others in order to achieve specific targets * Can articulate an understanding of their accountability for pupil learning outcomes * Has understanding of school data and how it can be used to benchmark a school’s performance and for target setting * Experience of reporting attainment and progress | Y  Y  Y  Y  Y  Y | Y |