# Phase Leader Person specification

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| criteria | qualities |
| **Qualifications and training** | * Qualified teacher status
* Evidence of professional development relevant to this role
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| **Experience** | * Teaching within the primary phase, including evidence of outstanding teaching directly linked to phase.
* Team leadership, including during school development and/or improvement.
* Responsibility for whole-school key stage leadership or equivalent, providing strategic and practical oversight.
* Developing and delivering staff development programmes
* Implementing teaching and learning strategies to improve quality and pupil attainment.
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| **Skills and knowledge** | * Expert knowledge of legislation and guidance on curriculum requirements and key stage delivery.
* Outstanding classroom practice, constantly showing a positive and resilient approach to pupils and staff.
* Excellent communication and organisational skills.
* Good IT skills.
* Effective communication and interpersonal skills.
* Ability to communicate a vision and inspire others.
* Ability to build effective working relationships with staff and other stakeholders.
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| **Personal qualities** | * High expectations for all pupils and belief in bringing out the best in all.
* Commitment to upholding and promoting the vision and values of the school.
* Commitment always to act with integrity, honesty, loyalty, and fairness to safeguard the assets, financial integrity, and reputation of the school.
* Ability to work under pressure and prioritise effectively.
* Commitment to always maintaining confidentiality.
* Commitment to equality, equity, and inclusion.
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