**Phase Leader Person Specification April 2020**

**‘A place where everyone can flourish’ (John 10:10)**

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| **Person Specification: Inclusion Lead** | | |
| A = Application I = Interview R = Reference | Essential | Desirable |
| **Education, Qualifications & Training** |  |  |
| * Teaching degree or postgraduate qualification * Qualified Teacher Status * Recent relevant CPD * Evidence of further professional development. | A |  |
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| **Experience** | | |
| * Outstanding teacher with sustained evidence of successful teaching outcomes. * Successful experience of monitoring, evaluating and improving the quality of teaching and learning * Recent experience of leadership and management (Year group, Subject, Phase) * Ability to use data and strategic information to raise student attainment * Confident use of ICT, including classroom technologies * Experience of working in a Church School setting | A, R |  |
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| **Knowledge and Understanding** | | |
| * Outstanding knowledge and understanding of the curriculum requirements and emotional needs of pupils in a chosen Phase. * Knowledge and understanding of successful behavior systems which require the adults to change not the children. * Ability to use performance data alongside pupil voice and books to inform provision mapping and planning * The core role of the SDP and SEF in the underpinning of a school with strategic direction * Knowledge of safeguarding children and rigour in following these procedures * Ability to work with tracking systems such as I Track Primary * Knowledge and understanding of what makes a VA Church School deeply and distinctively Christian. | A, I, R |  |
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| **Personal Skills** | | |

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| * Ability to inspire, lead and motivate children and staff in the pursuit of excellence * A strong commitment to support future development of the school and whole school improvement * A strong commitment to future personal and professional development * Excellent commitment to the community and development of the Spiritual, Moral, Social and Cultural (SMSC) * Positive, energetic, enthusiastic and resilient, thriving on challenges * Ability to maintain confidentiality | A,I, R |  |
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| * A willingness to uphold, develop and sustain the Christian Vision and Ethos of the school * Excellent inter-personal and communication skills * Excellent organisational and time management skills and an ability to prioritise effectively * Ability to demonstrate a positive attitude and to develop and maintain positive and supportive professional relationships with children, staff, parents and governors * An outstanding passion and drive for raising standards in teaching and learning | A, I |  |
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