**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.
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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
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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.
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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
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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
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