**Northern Education Trust**

**Phase Leader**

**PERSON SPECIFICATION**

|  |  |  | **Assessed by:** |
| --- | --- | --- | --- |
| **No** | **Categories** | **Essential / Desirable** | **App Form** | **Interview / Task** |
| **QUALIFICATIONS** |
| 1. | Degree or equivalent in an appropriate subject | E |  |  |
| 2. | Qualified Teacher Status | E |  |  |
| 3. | Further higher qualifications | D |  |  |
| **EXPERIENCE** |
| 4. | Teaching or teaching practice across a range of age and ability | E |  |  |
| 5. | Use of a variety of teaching styles and approaches | E |  |  |
| 6. | Awareness of the assessment, recording and reporting of children’s attainment and its use to further improve learning  | D |  |  |
| 7. | Experience of reflecting on and improving teaching practice to increase children’s achievement | D |  |  |
| 8. | Experience of managing, motivating and developing staff | E |  |  |
| **ABILITIES, SKILLS AND KNOWLEDGE** |
| 9. | Up to date knowledge of the primary curriculum | E |  |  |
| 10. | Understanding of the strategies needed to establish consistently high aspirations and rates of progress | E |  |  |
| 11. | A working knowledge of the Teaching Standards | E |  |  |
| 12. | Knowledge of strategies that promote a positive climate for learning | E |  |  |
| 13. | Excellent classroom teacher | E |  |  |
| 14. | The ability to deliver engaging and motivating lessons to children across the primary phase | E |  |  |
| 15. | Ability to develop appropriate learning resources to support the development of the academy and the trust (including the NORTHERN model of academy improvement) | E |  |  |
| 16. | Effective and systematic behaviour management | E |  |  |
| 17. | Understands and interprets complex data to drive pupil attainment | E |  |  |
| 18. | Genuine passion and a belief in the potential of every child | E |  |  |
| 19. | Promote positive relationships at all levels in order to fulfil the potential of every child | E |  |  |
| 20. | Good communication, planning and organisational skills | E |  |  |
| 21. | To work as a team supporting other staff in developing and sharing good practice (including NORTHERN model of academy improvement) | E |  |  |
| 22 | Ability to effectively manage a team in order to maximise outcomes for all chilldren | E |  |  |
| 23 | Ability to foster relationships with parents and external agencies  | E |  |  |
| **PERSONAL QUALITIES** |
| 24. | Pleasant and friendly manner | E |  |  |
| 25. | Polite and punctual | E |  |  |
| 26. | Reliable | E |  |  |
| 27. | A commitment to working as part of the whole academy team and supporting the vision and aims of the academy and trust | E |  |  |

NET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.