



Middle Leader - TLR2c – Person Specification

Requirements	Essential Criteria	Desirable Criteria
Educational qualifications and training	<ol style="list-style-type: none"> 1. Qualified teacher status – degree or equivalent (application) 2. Evidence of continued and relevant professional development (application) 	<ol style="list-style-type: none"> 1. Higher degree/diploma (application) 2. GCSE or equivalent in English and maths at grade B or above (application)
Skills, abilities, knowledge and competencies	<ol style="list-style-type: none"> 1. Familiar with national strategies (application, interview) 2. Secure knowledge & understanding of key concepts relating to the specialism of the role [EYFS, Phonics and EAL] (application, references, interview) 3. A minimum of two years successful experience as a classroom teacher (application) 4. Evidence of effective leadership of a subject, and/or phase (application, references, interview) 5. Experience of coaching and/or mentoring staff (application, references, interview) 6. Judged to be an outstanding teacher (application, references, interview) 7. Demonstrate a sound knowledge and understanding of the Primary curriculum, including the Early Years Foundation Stage (application, interview) 8. Demonstrate a practical knowledge of assessment systems and progress tracking methods (application, references, interview) 9. Demonstrate excellent communication skills (application, references, interview) 10. Ability to use a variety of learning strategies to improve teaching and learning (application, references, interview) 11. Evidence of creative and innovative approaches to teaching (application, references, interview) 12. Ability to analyse, interpret and act upon relevant pupil performance data to improve teaching and learning outcomes for children (application, references, interview) 	<ol style="list-style-type: none"> 1. Experience of both key stages (application) 2. Practical knowledge of different schools (application, interview)



	<p>13. Excellent organisational and time management skills (application, references, interview)</p> <p>14. Ability and willingness to work with other staff across the Trust (application, references, interview)</p>	
<p>Professional knowledge, understanding and experience</p>	<ol style="list-style-type: none"> 1. Understanding of school improvement strategies and an ability to support the Executive Headteacher, Senior Leadership Team and Senior Middle Leaders in managing and enhancing the performance of all staff. (application, references, interview) 2. Experience of monitoring, evaluating and improving the quality of teaching and learning. (application, references, interview) 3. Demonstrable knowledge of the National Curriculum, current curriculum developments and an understanding of the principles of good curriculum provision in the curriculum specialism and/or phase. (application, references, interview) 4. Experience of leading curriculum developments and continued professional development. (application, references, interview) 5. Experience of being a role model for other staff in teaching within the school (application, references, interview) 6. Experience of monitoring and giving feedback to colleagues, (application, references, interview) 7. Demonstrate a sound knowledge and understanding of the Safeguarding Legislation and the importance of safeguarding procedures (application, references, interview) 8. Demonstrate knowledge of legislation concerning Equal Opportunities, SEN and Child Protection (application, references, interview) 	
<p>Personal qualities</p>	<ol style="list-style-type: none"> 1. Ability to meet all safeguarding requirements (application, references, interview) 2. The ability to work collaboratively as a leader of a team (application, references, interview) 3. Creative in problem solving with a willingness to take on or try new approaches and ideas (application, interview) 	



	<ol style="list-style-type: none"> 4. Committed to the successful growth and development of the school (application, interview) 5. High expectations of children’s achievements and behaviour (application, interview) 6. Ability to empathise with children across the primary age range and to be firm, fair and consistent (application, interview) 	
Professional philosophy and commitment	<ol style="list-style-type: none"> 1. Commitment to promoting equal opportunities and meeting the educational, social and emotional needs of all children (application, interview) 2. Commitment to high standards and continuous improvement (application, interview) 	
Additional	<ol style="list-style-type: none"> 1. Enhanced DBS clearance 	