



## PERSONNEL SPECIFICATION

| Detail   | Requirement | Evidence                    |
|--|-------------|-----------------------------|
| QTS  | Essential   | Application form            |
| Meeting the LIHT Assessment Centre standards for middle leaders                    | Desirable   | n/a                         |
| Primary teaching experience  | Essential   | Application form            |
| Proven success as a teacher in terms of progress and learning                      | Essential   | Application form, interview |
| Ability to lead and manage staff   | Desirable   | Application form, interview |
| Ability to coach and mentor staff  | Desirable   | Application form, interview |
| Commitment to your own professional development                                    | Essential   | Application form, interview |
| Excellent understanding and application of formative assessment principles         | Desirable   | Application form, interview |
| Excellent curriculum and subject knowledge, particularly in numeracy and literacy. | Essential   | Interview                   |
| Good communication, interpersonal and organisation skills                          | Essential   | Interview                   |
| A highly effective team member   | Essential   | Application form, interview |
| Ability to motivate and inspire others   | Essential   | Interview                   |
| Flexible and adaptable   | Essential   | Interview                   |
| Excellent sense of humour  | Essential   | Application form, interview |
| Empathy with all children and families, regardless of background.                  | Essential   | Application form, interview |
| Ability to remain calm under pressure  | Essential   | Interview                   |
| Proven commitment to equal opportunities   | Essential   | Interview                   |
| Commitment to safeguarding the welfare of the child                                | Desirable   | Interview                   |
| Ability to enhance experiences of the children beyond the classroom                | Desirable   | Application form, interview |
| Positive approach to behaviour management  | Essential   | Application form, interview |

