



PERSON SPECIFICATION FOR TLR 2 Thundersley Primary School

	Essential	Desirable	Where identified
Application	<ul style="list-style-type: none"> Well supported by references Well-structured supporting letter 		<ul style="list-style-type: none"> Application References Medical and safeguarding forms
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status Educated to degree level Evidence of good/outstanding teaching 	<ul style="list-style-type: none"> Senior Leadership Team experience CPD in Leadership 	<ul style="list-style-type: none"> Application Lesson observation
Experience	<ul style="list-style-type: none"> At least 4 years teaching experience in a primary, infant or junior school Proven track record of successful curriculum leadership or strategic area of the school Evidence of contribution to whole school review development planning 	<ul style="list-style-type: none"> Varied teaching experience Experience of leading a team Involvement with parents, governors & the community Evidence of working across schools 	<ul style="list-style-type: none"> Application Reference Interview
Knowledge	<ul style="list-style-type: none"> Carol Dweck's Mindset The theory and practice of providing effectively for the individual needs of all pupils (e.g. classroom organisation and learning strategies, knowledge of the SEN code of practice) Current initiatives in curriculum development and the role building vocabulary plays in this Assessment and feedback Understand and comply with child protection procedures The use of digital technology to enhance learning 	<ul style="list-style-type: none"> Interpretation of school performance data to support school improvement Attachment theory 	<ul style="list-style-type: none"> Lesson observation Application References Interview

Skills, attributes and personal qualities	<ul style="list-style-type: none"> • Ability to create a happy, nurturing, challenging and effective learning environment • Personal impact and presence • Resilience, passion, energy, tenacity and enthusiasm • Excellent spoken and written communication • Excellent interpersonal skills • Excellent IT skills and understanding of how digital technology can enhance learning • A team player • Well organised and able to manage time and prioritise • Promote classroom practice of the highest standard and act as a role model for colleagues • Manage pupil behaviour effectively using appropriate strategies 	<ul style="list-style-type: none"> ▪ Ability to analyse and summarise reports and data ▪ Experience of mentoring staff ▪ Manage a team to achieve an agreed goal. 	<ul style="list-style-type: none"> • Lesson observation • Application • References • Interview
Attitudes & Values	<ul style="list-style-type: none"> • Be committed to inclusion • Be committed to developing the whole child • Have high expectations for pupils' achievement and behaviour • Value working in a supportive, collegiate environment • Show a willingness to investigate innovative methods of learning and teaching • Be sympathetic to the promotion of pupil voice 		<ul style="list-style-type: none"> • Application • Interview