



SIGMA TRUST



Paxman  
ACADEMY

## Person Specification

# Lead Practitioner

	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Evidence of regular and appropriate professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Middle or Senior Leadership training (NPQML, NPQSL)</li> <li>• Safer Recruitment in Education</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Currently working in a secondary setting at SLT level as at least an Assistant Headteacher</li> </ul>	<ul style="list-style-type: none"> <li>• Currently working in a 'good' or 'outstanding' school</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• Outstanding classroom practitioner</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching experience of an EBacc subject to GCSE level /Level 3 courses</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Impact on raising student achievement</li> <li>• Impactful use of data to inform next actions and evaluate progress</li> <li>• Leadership and quality assurance of systems and processes to ensure best outcomes for students and staff</li> <li>• Experience of performance management and supporting others to improve</li> <li>• Coaching and mentoring experience of staff</li> <li>• Forming and leading effective teams that have impact</li> <li>• Leading change and managing challenge effectively</li> <li>• Working knowledge of national guidance documents</li> <li>• Promotion of inclusivity and diversity</li> </ul>	<ul style="list-style-type: none"> <li>• Recent experience of an Ofsted inspection</li> </ul>
<b>Management</b>	<ul style="list-style-type: none"> <li>• Effective planning and delegation of tasks</li> <li>• Effective management of school resources</li> </ul>	
<b>Values</b>	<ul style="list-style-type: none"> <li>• Believe and support the values of the school</li> <li>• Committed to safeguarding</li> </ul>	

GREATER THAN THE SUM OF ITS PARTS

<b>Leadership Attributes</b>	<ul style="list-style-type: none"> <li>• Personal integrity and effective role model</li> <li>• Excellent communication and presentation skills</li> <li>• Team player</li> <li>• Ability to prioritise and work to deadlines</li> </ul>	
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### **Safeguarding Responsibilities**

- Demonstrate a commitment to keeping children and young people safe
- Report any disclosure made to you to the appropriate person
- Report any safeguarding concerns in the workplace to the appropriate person
- Maintain an awareness of the Trust policies in relation to safeguarding

The Sigma Trust is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies in place which promote safeguarding and safer working practice across our schools.