



## HATTON ACADEMIES TRUST

### PERSON SPECIFICATION

**Post Title:** Phase Leader - Primary Academy

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
<b>Qualifications &amp; Training</b> <ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good Honours degree</li> <li>• Additional, relevant, professional qualification</li> </ul>	 ✓  ✓	   ✓	 1 and 3  1 and 3  1 and 3
<b>Experience</b> <ul style="list-style-type: none"> <li>• Teaching experience at either Key Stage 1 or Key Stage 2</li> <li>• Evidence of successful teaching which has led to a demonstrable impact on pupil achievement</li> <li>• Experience of a range of strategies, approaches and resources for developing teaching and learning</li> <li>• Evidence of relevant Continued Professional Development</li> <li>• Previous leadership experience</li> <li>• Experience of leadership at a whole school level</li> <li>• Successful leadership of a curriculum area</li> <li>• Experience of delivering high quality CPD to other colleagues</li> </ul>	 ✓  ✓  ✓  ✓  ✓	     ✓  ✓   ✓	 1, 2 and 3  1 and 2  1 and 2  1 and 2  1 and 2  1 and 2

<p><b>Skills &amp; Knowledge</b></p> <ul style="list-style-type: none"> <li>• Able to communicate effectively, orally and in writing</li> <li>• Able to demonstrate effective planning and teaching skills</li> <li>• Able to present confidently to a large group of pupils</li> <li>• Able to present confidently to a large group of adult professionals</li> <li>• Able to work with others to achieve common goals</li> <li>• Able to use / analyse assessment data systems to raise standards</li> <li>• Able to provide clear direction and to inspire, motivate and enthuse others</li> <li>• Confident in own ability to be effective and to take on challenges</li> <li>• Good ICT skills (in Microsoft Word/Excel)</li> <li>• Able to form good working relationships with all staff and pupils</li> <li>• Effective behaviour management</li> <li>• Able to support staff and students in maintaining high standards</li> <li>• Up to date awareness of the National Curriculum and specifically within their individual specialism</li> <li>• Efficient and effective administrative, organisational and personal management skills</li> <li>• Clear understanding of school self-evaluation</li> <li>• Awareness of the performance management regulations and how these impact upon middle and senior leaders.</li> <li>• An understanding of how to develop teaching and learning further across the academy</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>		<ul style="list-style-type: none"> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> </ul>
<p><b>Personal Attributes</b></p> <ul style="list-style-type: none"> <li>• Able to motivate others and to adopt a positive approach to education</li> <li>• Energy, enthusiasm and perseverance</li> <li>• Reliability and integrity</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> </ul>		<ul style="list-style-type: none"> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> </ul>

<ul style="list-style-type: none"> <li>• Good interpersonal skills</li> <li>• Positive commitment to individual personal development</li> <li>• Capacity to work hard, under pressure, to meet deadlines</li> <li>• A good record of attendance during the last three years</li> <li>• Adaptable and amenable with respect to working practices</li> <li>• Ability to work independently and be a team player</li> <li>• Suitable to work with Children</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>		<ul style="list-style-type: none"> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>1 and 2</li> <li>2</li> </ul>
<p><b>Equal Opportunities</b></p> <ul style="list-style-type: none"> <li>• Understanding of equal opportunities issues and an ability to demonstrate strategies to challenge discrimination and prejudice</li> <li>• A commitment to inclusive education</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> </ul>		<ul style="list-style-type: none"> <li>2 and 3</li> <li>2</li> </ul>
<p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>• An understanding of health and safety issues</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>		<ul style="list-style-type: none"> <li>2 and 3</li> </ul>

1 - Application Form

2 – Interview

3 - Documentary Evidence