



Person Specification: Phase 3 & Core Subject Leader

Person Specification: Full Time Class Teacher

Wychall Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.

The post holder will be expected to operate in line with Trust values which are:

- Optimism and expectation
- Trust and integrity
- Every contribution counts
- Acts of kindness are noticed and matter
- Success is celebrated

Job Requirements	Essential	Desirable
Qualifications		
Qualified Teacher Status	✓	
Degree or equivalent	✓	
Established and evidenced practice as a highly effective teacher over a prolonged period (three to five years plus)	✓	
Master's Degree		✓
NPQ Qualification		✓
Professional Development		
Evidence of a commitment to own professional development within the realm of leadership and teaching and learning	✓	
Highly effective classroom practitioner	✓	
Proven ability to raise standards in classrooms other than their own	✓	
Experience leading a wider curriculum subject effectively	✓	

Excellent understanding of sequencing and progression, in order to secure highly effective teaching and learning	✓	
Evidence of delivering CPD to colleagues to improve teaching and learning	✓	
Safeguarding	✓	
To have recently and successfully lead a core subject		✓
Evidence of coaching and mentoring colleagues		✓
Knowledge		
Use of strategies to promote good learning relationships and high attainment in an inclusive environment	✓	
A good understanding of the OFSTED Framework	✓	
An excellent understanding of what effective teaching and learning looks like	✓	
Awareness of the latest developments and initiatives in education	✓	
Good knowledge of the new National Curriculum, particularly for Y4, 5 and 6	✓	
In depth subject knowledge of English and Maths as a minimum	✓	
A good understanding of how to promote good behaviour in school	✓	
Good understanding of the deep dive process		✓
Good understanding of both leadership and management		✓
Skills and Experience		
Excellent interpersonal and communication skills	✓	
Easily approachable and demonstrating a supportive ethos	✓	
The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience	✓	
Evidence of working effectively as wider curriculum leader and influencing positive outcomes	✓	

Effective use of Assessment for Learning, to engage children	✓	
To use assessment and attainment data to identify gaps in learning and to plan appropriate interventions	✓	
Ability to manage behaviour effectively and conduct challenging conversations with colleagues, children and parents	✓	
Has a good understanding of resilience and has demonstrated this in practice	✓	
Evidence of high achievement in teaching across Key Stages 1 & 2		✓
Evidence of the development of partnerships with other schools/networks		✓
Supported colleagues through Appraisal / Performance Management		✓
Safeguarding		
Evidence of completing recent safeguarding training	✓	
A good understanding of how to keep children safe and develop an effective safeguarding culture	✓	
Evidence of completing recent DSL training		✓
Ability to use CPOMs safeguarding software for schools		✓