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| **Brierley Forest Primary & Nursery School**  **Person Specification: Phase Leader & Class Teacher** | | |
|  | **Essential** | **Desirable** |
| **Qualifications** | Qualified Teacher status. | Evidence of commitment to further professional development. |
| **Knowledge and understanding** | Good knowledge of the current national curriculum and an understanding of age related expectations.  Good understanding of how to plan effectively to meet the needs of all pupils, whilst ensuring progression in all lessons and over periods of time.  Experience and understanding of assessment - both formative and summative. |  |
| **Personal characteristics** | Positive and enthusiastic.  Proactive and resilient.  Highly organised – able to meet deadlines. Autonomous within own classroom.  The ability to lead by example. |  |
| **Aims and Values** | A clear educational philosophy that accords with the aims and values of the school.  A clear view as to how that philosophy can be put into practice in a Primary School.  An enthusiasm for working with children, teachers and support staff. |  |
| **Classroom Practice, Curriculum and Assessment** | The ability to create a stimulating and purposeful learning environment appropriate for the needs of the children.  An understanding of the whole school curriculum in a primary setting.  A clear understanding of the process of assessment.  Experiences of teaching in Key Stage 2 including National Assessments. | A clear passion and interest in improving both own and others’ practice and willingness to share practice across the school. |
| **Leadership** | Experience of leading a curriculum area.  Evidence of improving standards in an area of the school/curriculum.  Experience/knowledge of leading a phase or group of colleagues.  Experience of coaching colleagues. | Understanding of using the appraisal process to improve standards in a school. |
| **Parents and Community** | A clear understanding of the importance of involving parents in their children’s education.  A broad understanding of the link between parental involvement and the raising of levels of achievement.  Experience of working collaboratively with parents to improve standards in a school. |  |

**Brierley Forest Primary & Nursery School – Phase Leader Role**

The role of the Phase Leader is key to the effective running of our school.

As a Phase Leader you will need to;

* Show energy, enthusiasm and passion for everything you do in school.
* Demand the highest quality in all that you do and in the work of your team.
* Be willing to champion new ideas and think creatively to find solutions to challenges.
* Continually seek improvements in what you and your Phase are doing and achieving.
* Be open to new ideas and change where it will have a positive impact on the school.
* Have a commitment to self-development and developing your wider team.
* Encourage ideas from others in order to improve your team’s confidence and impact.

As a Phase Leader you will be responsible for supporting the Head of School and the Executive Head Teacher to;

* Ensure that there is fantastic teaching in every classroom, for every child in your Phase.
* Ensure that every teacher in your phase is developing their practice to work towards becoming an outstanding teacher.
* Ensure that every teacher within the Phase prepares their lessons well, delivers in an inspiring way and feeds back to children appropriately to secure good progress.
* Ensure that every teacher gains maximum benefit from all CPD on offer.
* Ensure that provision in your Phase is monitored and adjusted to secure the best possible outcomes for all children.

As Phase leader you will need to;

* Follow the school’s M & E cycle, carrying out activities identified for your Phase.
* Accurately judge provision through work scrutinies, learning walks and data analysis.
* Keep your Phase informed around the judgements from M & E activities.
* Request, plan and source CPD to ensure that all teachers in your Phase are equipped to deliver the best possible provision.
* Report to the Executive Head Teacher and the Head of School to keep them informed around standards and development in your Phase.
* Establish strong relationships with parents and take a lead role in all events where parents are attending.
* Support all teachers to follow the school’s behaviour policy and take your role in dealing with challenging or inappropriate behaviour.
* Provide coaching and mentoring to teachers in the Phase as appropriate.
* Lead by example, keeping to the school’s vision and values at all times.