

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	<p>Good knowledge of the current national curriculum and an understanding of age related expectations.</p> <p>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.</p> <p>Experience and understanding of assessment - both formative and summative.</p>	
Personal characteristics	<p>Positive and enthusiastic.</p> <p>Proactive and resilient.</p> <p>Highly organised – able to meet deadlines.</p> <p>Autonomous within own classroom.</p> <p>The ability to lead by example.</p>	
Aims and Values	<p>A clear educational philosophy that accords with the aims and values of the school.</p> <p>A clear view as to how that philosophy can be put into practice in a Primary School.</p> <p>An enthusiasm for working with children, teachers and support staff.</p>	
Classroom Practice, Curriculum and Assessment	<p>The ability to create a stimulating and purposeful learning environment appropriate for the needs of the children.</p> <p>An understanding of the whole school curriculum in a primary setting.</p> <p>A clear understanding of the process of assessment.</p> <p>Experiences of teaching in Key Stage 2 including National Assessments.</p>	A clear passion and interest in improving both own and others' practice and willingness to share practice across the school.
Leadership	<p>Experience of leading a curriculum area.</p> <p>Evidence of improving standards in an area of the school/curriculum.</p> <p>Experience/knowledge of leading a phase or group of colleagues.</p> <p>Experience of coaching colleagues.</p>	Understanding of using the appraisal process to improve standards in a school.
Parents and Community	<p>A clear understanding of the importance of involving parents in their children's education.</p> <p>A broad understanding of the link between parental involvement and the raising of levels of achievement.</p> <p>Experience of working collaboratively with parents to improve standards in a school.</p>	

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.