



**Person Specification:**  
**Teaching and Learning Leader / Maths**  
**Leader (SLT)**

Attributes	Requirement	
	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Evidence of recent professional development</li> <li>• Evidence enhanced DBS clearance</li> <li>• Evidence of leadership training and development</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching across different key stages</li> <li>• Completion (or currently completing) NPQs</li> </ul>
Experience and Skills	<ul style="list-style-type: none"> <li>• High level of expertise in teaching and learning including end of phase assessments</li> <li>• Highly effective teacher</li> <li>• Maths Leadership or knowledge of the Maths curriculum</li> <li>• A working knowledge of strategies and techniques for raising pupil attainment generally including different groups of pupils such as SEND and disadvantaged pupils</li> <li>• Experience of teaching within KS2</li> <li>• Active involvement in the development of school policies and development plans</li> <li>• Subject Leadership experience</li> <li>• Evidence of a positive impact from own leadership</li> <li>• Experience of a range of summative and formative assessment Procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading and managing an area cross phase</li> <li>• Experience of working with EAL pupils</li> <li>• Experience of line management of teachers and support staff</li> <li>• Experience of contributing to the day to day running of the school</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>• Active involvement in recent and relevant CPD</li> <li>• Planning and leading CPD for other staff</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in leadership and management issues and skills</li> </ul>
Planning	<ul style="list-style-type: none"> <li>• Knowledge and experience of school development planning</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic management skills</li> </ul>
Data analysis	<ul style="list-style-type: none"> <li>• Ability to analyse, interpret and act on data across the school</li> <li>• Experience of target setting processes</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of pupil premium data analysis and how to measure impact</li> </ul>

<p>Improving teaching and learning in core subjects and across the wider curriculum</p>	<ul style="list-style-type: none"> <li>• A highly effective classroom practitioner able to lead by example</li> <li>• Knowledge and experience of a range of teaching and learning styles which reflect structured sequences of learning to include cross curricular and skills focused learning.</li> <li>• Good understanding of the national curriculum and assessment procedures</li> <li>• Experience of observing and evaluating the quality of learning and teaching.</li> <li>• Knowledge and understanding of ICT as a vehicle for learning</li> <li>• Experience of organising/delivering teacher or support staff training</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of undertaking performance management</li> <li>• Experience of supporting whole school behaviour management</li> <li>• Experience of mentoring or coaching colleagues</li> </ul>
<p>Working with People</p>	<ul style="list-style-type: none"> <li>• Strong interpersonal skills: ability to lead, motivate, challenge and inspire colleagues and give feedback in a supportive manner</li> <li>• Able to hold staff to account for their performance</li> <li>• Able to build team capacity</li> <li>• Able to establish credibility with all staff</li> <li>• Able to establish positive relationships with parents, carers and all members of the school community</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with other agencies or organisations</li> <li>• Experience of reporting to Governors and other stakeholders</li> </ul>
<p>Resource Management</p>	<ul style="list-style-type: none"> <li>• Proven ability to maximise resources</li> <li>• Able to maximise potential of all staff</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of management procedures</li> </ul>



<p>Knowledge of education</p>	<ul style="list-style-type: none"> <li>• Vision of education in a wider context than a single subject/school</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of wider reading and educational issues</li> </ul>
<p>Key skills, qualities and attributes</p>	<ul style="list-style-type: none"> <li>• High expectations and a commitment to raising standards of attainment</li> <li>• Able to embrace change and help others to manage the change process</li> <li>• Good organisational and personal management skills</li> <li>• Able to work effectively as part of teams at all levels</li> <li>• Commitment to safeguarding procedures</li> <li>• Able to work independently and proactively</li> <li>• Ambitious leader with drive to continually improve</li> </ul>	
<p>Knowledge of Safeguarding</p>	<ul style="list-style-type: none"> <li>• Knowledgeable and experienced in all aspects of safeguarding of children</li> <li>• Has the safeguarding and care of children at the forefront of all they do</li> <li>• Able to Safeguard the health and safety of self and others in accordance with the academy's Health and Safety Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Training or relevant experience in safeguarding policies or procedures</li> </ul>