



Phase Leader  
Person Specification  
MPS/UPS + TLR 2a

The Phase leader role is essential to ensuring high standards across either Key Stage One, Lower Key Stage Two or Upper Key Stage Two. We are looking for an experienced teacher who will support their team to ensure that there is consistency across the year groups they oversee, and that all pupils across their phase receive a high-quality education that enables them to develop into the best version of themselves. The successful candidate will be an excellent teacher and will have high expectations of their team. They will line manage the teachers in their team and will ensure that teachers are confident at meeting the needs of all children in their class. This post is in addition to the 'teacher' job description.

The postholder's responsibilities will include but not be limited to:

- Teaching standards and pupil progress across the year group
- Behaviour standards across the year group
- Supporting colleagues with planning
- Monitoring colleagues and giving constructive feedback
- Modelling high expectations in terms of the presentation of work
- Leading team meetings
- Supporting colleagues to ensure they are improving their practice
- Ensuring consistency in teacher assessments across the phase
- Leading on transition where appropriate
- Tracking and analysing attainment of pupils within the year group and coordinating intervention strategies
- Creating opportunities for parental engagement
- Ensuring all staff in the team use Quality First Teaching as the main strategy to raising standards

EDUCATION AND QUALIFICATIONS	ESSENTIAL	DESIRABLE
Qualified Teacher Status.	Yes	
KNOWLEDGE AND EXPERIENCE		
Up to date knowledge of all aspects of the National Curriculum	Yes	
Recent experience of leading a subject or year group		Yes
Ability to teach consistently good or outstanding lessons	Yes	
Ability to provide effective written and verbal feedback which raises achievement	Yes	
Ability to use data and assessment for learning to raise achievement	Yes	
SKILLS AND ABILITIES		
Excellent organisational skills	Yes	
Excellent communication skills	Yes	
Ability to analyse and interpret a range of key data and information about pupils' attainment to set targets for improving standards and attainment	Yes	
Ability to use initiative and prioritise workload	Yes	
Ability to motivate a team	Yes	
Ability to give and receive constructive feedback and a desire to grow and develop own practice and that of others	Yes	
Ability to work collaboratively and positively with parents and carers	Yes	