

ELSTON HALL LEARNING TRUST

Person Specification – Trust School Improvement Lead

	Essential	Desirable	Tested by
Experience	• Experience of teaching within primary phase • Previous experience in a senior leadership role • experience within the primary phase • Proven track record in school improvement	• Worked as a mentor/coach with trainee and ECTs and the development of middle leaders	• Application Form • Interview • References
Education and Qualifications	• Degree or equivalent • Appropriate teaching qualifications including QTS • Willingness to undertake further training to continue professional development	• Evidence of ongoing professional training • National Professional Qualification for Senior Leaders (NPQSL or equivalent) • Further relevant Leadership and Management qualification • DSL trained • Safer Recruitment trained	• DfE number • Application Form • Interview
Skills and Abilities	• A wide range of effective teaching and assessment methods • Understand what contributes to successful learning • Effective behaviour management • Ability to build excellent working relationships • Effective communicator and ability to relate to people at all levels • Data analysis skills and the ability to use data to set targets and identify weaknesses • Clear understanding of assessment changes • Sound knowledge of the role of Education Technology across the curriculum • Sound understanding of safeguarding procedures • Experience of recruiting and managing staff • Relevant knowledge of personnel issues and performance management	• Knowledge of current innovative practice in primary schools • Understanding of school finances and financial management • Knowledge of the SEND Code of Practice and related statutory legislation	• Application form • Interview • References
Motivation and Personality	• Commitment to uphold the 7 principles of public life (Nolan principles) at all times • Self-motivated • A sense of humour		• Application form • Interview

	• Expressed focus on quality and school improvement • Ability to communicate a vision and to inspire others • Appreciation of the importance of a 'team' philosophy • Able to work effectively with a wide range of fellow professionals, external agencies and others		
Educational Values	• Commitment to teaching approaches which encourage all children to give their best irrespective of ability, gender, ethnic or social background • Recognition of the importance of a stimulating environment • A commitment to the priorities of our curriculum; outside learning, the global dimension, sustainability and cross curricular connections • Commitment to working within a team of leaders across schools in a MAT		• Application form • Interview
Other Factors	• Eligibility to live and work in the United Kingdom • Suitability to work with children • Willing to react flexibly to new or unexpected situations		• Interview • Required documentation for Eligibility • DBS and Barred List checks