

PERSON SPECIFICATION



Lead Practitioner in Maths

Criteria	Essential	Preferred
ATTAINMENTS AND EXPERIENCE		
Qualified Teacher Status	✓	
Good honours degree	✓	
Appropriate professional updating	✓	
Appropriate experience of the age range	✓	
Understanding the challenges that exist in areas of multiple deprivation		✓
Ability to share leadership of a large and complex organisation		✓
SHAPING THE FUTURE (knowledge of or commitment and ability to:)		
Think strategically, by building, communicating, and implementing a shared vision of excellence, equity, and high standards for every student		✓
Communicate and model vision and values both within and beyond the school	✓	
Set and achieve ambitious, challenging goals and targets	✓	
Understand and practise educational inclusion so that all have the opportunity to be the best they can be	✓	
LEADING TEACHING AND LEARNING (knowledge of or commitment and ability to:)		
Use appropriate models and principles of effective learning and assessment for learning	✓	
Ensure high standards of behaviour and attendance	✓	
Be strategic in ensuring inclusion, diversity, and access		✓
Use performance data effectively to ascertain areas for improvement	✓	
Implement strategies for developing effective teachers to ensure the entitlement of all students to effective teaching and learning	✓	
Implement strategies for raising achievement and achieving excellence for students, in particular disadvantaged students	✓	
DEVELOPING SELF AND WORKING WITH OTHERS (knowledge of or commitment and ability to:)		
Develop positive interpersonal relationships.	✓	
Promote individual and team development and sustain a learning community that impacts on school improvement	✓	
Share leadership and accountability for goals and standards	✓	
Manage change, conflict, and empower individuals and teams	✓	
Collaborate and network effectively with others within and beyond the school	✓	
Give and receive effective feedback and act to improve personal performance	✓	
Give and receive effective feedback and act to improve personal performance	✓	
SECURING ACCOUNTABILITY (knowledge of or commitment and ability to:)		
Use a range of evidence, including performance data and external evaluations to improve aspects of school life, including the robust challenging of poor performance	✓	

Apply principles and practice of quality assurance systems, including school review, self-evaluation, and performance management.	✓	
Lead the team effectively and efficiently towards the academic, spiritual, moral, social, emotional, and cultural development of all students	✓	
Hold other relevant staff members to account for student learning outcomes	✓	
Use a range of evidence, including performance data and external evaluations to improve aspects of school life, including the robust challenging of poor performance	✓	
Apply principles and practice of quality assurance systems, including school review, self-evaluation, and performance management.	✓	
MANAGING THE ORGANISATION		
Apply principles and strategies of school improvement	✓	
Plan and manage projects for implementing change	✓	
Apply good practice in performance management	✓	
Manage equitably staff and resources	✓	
Think creatively to anticipate and solve problems	✓	
Manage the school efficiently and effectively on a day-to-day basis	✓	
SAFEGUARDING CHILDREN: SAFE RECRUITMENT AND SELECTION		
In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including: <ul style="list-style-type: none"> • Motivation to work with children and young people. • Ability to form and maintain appropriate relationships and personal boundaries with children and young people. • Emotional resilience in working with challenging behaviours; and attitudes to use of authority and maintaining discipline 	✓	