



Marish Academy Trust Person Specification: Phase leader KS1



	Essential	Desirable
Qualifications	Experienced Qualified Teacher	Evidence of continuous INSET and commitment to further professional development
Experience	The phase leader must have experience of teaching within a primary school or multi academy trust with experience of curriculum preparation, assessment, and moderation framework; working in partnership with parents;	In addition, they might have experience of: teaching across the whole Primary age range; impacting on school improvement; working across one or more schools within a partnership arrangement or multi- academy trust
Knowledge and understanding	Should have knowledge and understanding of: the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies, personalising curriculum and interventions, using provision and inclusion maps effectively); statutory KS requirements; the monitoring, assessment, recording and reporting of pupils' progress including the statutory requirements of the preparation and administration of statutory KS assessments: legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection;	In addition, they might also have knowledge and understanding of: the links between schools, especially partner schools. How to exploit the relationships and team work between stakeholders within school that support effective educational provision and improve outcomes for all children
Skills	Must be able to: promote the Trust's aims, vision values and ethos, as outlined in job description positively, and use effective strategies to monitor motivation and morale;	

	develop effective working relationships with staff team and other stakeholders; communicate effectively (both orally and in writing) to a variety of audiences; create a happy, challenging and effective learning environment.	
Personal characteristics	Approachable Committed with good attendance record (or evidence of ongoing commitment to school during unavoidable periods of absence) Empathetic Enthusiastic High Expectations Organised Patient Resourceful Innovative	Ambition to progress through middle to senior leadership position in due course.

Marish Academy Trust is rightly proud of its robust safeguarding arrangements and is utterly committed to ensuring the protection, health and well- being of all children.