

Phase Leader - Monkwick Junior School - Person Specification

| Qualifications & Experience | Essential | Desirable |
|-------------------------------------------------------------|-----------|-----------|
| Qualified Teacher Status in the UK | ✓ | |
| Teaching experience within the primary sector | ✓ | |
| Evidence of recent and appropriate professional development | | ✓ |
| Established and evidenced practice as an effective teacher | ✓ | |

| Teaching & Learning | Essential | Desirable |
|------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| An excellent knowledge of a range of teaching, learning and behaviour management strategies and how to use them effectively. | ✓ | |
| Planning and delivery of clear, focussed, successful lessons | ✓ | |
| Ability to adapt teaching to meet the needs of all learners | ✓ | |
| Evidence of good outcomes and progress of all learners | ✓ | |
| Able to build positive working relationships with learners and develop a calm and safe environment for learning | ✓ | |
| Good knowledge assessment of learning, and evidence of how this has been used effectively in the classroom | ✓ | |

| Leadership | Essential | Desirable |
|-----------------------------------------------------------------|-----------|-----------|
| Sound knowledge of safeguarding procedures | ✓ | |
| Experience of leading others | | ✓ |
| Evidence of effective subject leadership | ✓ | |
| Ability to lead initiatives beyond own classroom | ✓ | |
| Ability to coach and mentor others to improve their performance | ✓ | |
| Able to give feedback to colleagues to support improvement | ✓ | |
| Able to organise people and resources | | ✓ |
| Experience of delivering training and CPD | | ✓ |
| Ambition to work towards a senior leadership role | | ✓ |

| Personal | Essential | Desirable |
|--------------------------------------------------------------------|-----------|-----------|
| High expectations of self and of others | ✓ | |
| Self motivated, able to work on initiative and manage own workload | ✓ | |
| Ability to work to deadlines and well under pressure | ✓ | |
| Able to prioritise and manage time effectively | ✓ | |
| Able to work well individually and contribute to a team | ✓ | |
| Able to have a positive working relationship with all colleagues | ✓ | |
| Confident in working with families outside of own classes | ✓ | |
| Approachable and flexible | ✓ | |

Safeguarding Responsibilities

- Demonstrate a commitment to keeping children and young people safe
- Report any disclosure made to you to the appropriate person
- Report any safeguarding concerns in the workplace to the appropriate person
- Maintain an awareness of the Trust policies in relation to safeguarding

The Sigma Trust is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies in place which promote safeguarding and safer working practice across our schools.

GREATER THAN THE SUM OF ITS PARTS