



Fortis Trust – Person Specification

POST TITLE: Primary Leader

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications & Training	<ul style="list-style-type: none"> • Qualified teacher status • A degree or equivalent qualification • evidence of appropriate subsequent substantial Inset and /or Continuing Professional Development 	<ul style="list-style-type: none"> • SEND experience • Current Middle Leadership Team experience • Successful teaching experience in PGCE Programme or at least one academy/school on completion of QTS
Competence Summary (Knowledge, abilities, skills, experience)	<ul style="list-style-type: none"> • Knowledge of sound knowledge of the current EYFS, Key Stage 1-2 curriculum • The ability to assess and evaluate student attainment and plan teaching and learning accordingly. • Thorough knowledge and understanding of the National Curriculum. • Successful experience of managing an effective classroom environment to support student learning and positive behaviour. • Experience of mentoring and coaching staff ensuring standards are raised. • Evidence of successful teaching experience graded as consistently 'Good' [OFSTED Grading 2] or better to provide exemplar practice to staff and raise the quality of standards in teaching and learning. • Awareness and understanding of the role of parents in education. • Experience of developing Academic or Pastoral Curriculums. • Ability to lead and direct staff to enhance learning within the classroom. • Proven ability to use ICT in the organisation and management of their role 	<ul style="list-style-type: none"> • Awareness of supporting SEND through curriculum planning. • Successful experience of delivering a differentiated curriculum to students with a wide range of needs • Experienced in personalised curriculum development. • Evidence of actively contributing to whole academy evaluation. • Awareness and understanding of the implication of equal opportunities, multicultural education and inclusion. • Experience of holding staff to account for professional conduct and practice. • Evidence of the ability to work co-operatively with multi-disciplinary professionals, governors/trustees and other agencies. • Successful experience of leading Primary developments in a school as phase leader or subject specialist or 2nd in charge in a Primary Department. • Evidence of contributing to department or school level self-review
Work-related Personal Requirements	<ul style="list-style-type: none"> • Passionate about learning • Enthusiasm • Resourcefulness • Reliability, integrity and the appreciation of the need for confidentiality • Commitment and drive • Resilience and flexibility • Ability to be solution focused and remain calm and reflective in all situations • Self-motivation and initiative • Ability to inspire, motivate and support students, staff, parents/carers and colleagues • Ability to lead and work as part of a team • Ability to manage time effectively and prioritise accordingly 	
Other Requirements		<ul style="list-style-type: none"> • Minibus driving experience with appropriate qualification / appropriate driving licence.