



Post: Phase 2 Leader (Year 2 – 4 Inclusive)

Scale: 2H

Responsible to: DHT Primary

Primary objective of the post: Provide leadership to secure improvements in attitudes to learning and personalised teaching and learning intervention, which raises levels of achievement and attainment in their specific phase.

Key duties and responsibilities:

- Contribute and oversee the character programme of each phase
- Support on the delegated elements of the School Improvement Plan pertaining to the phase
- Have the overview of the student achievement in that Phase; tracking, monitoring and putting in place specific, personalised teaching and learning intervention strategies, including leading on the teaching of these where applicable.
- Identifying barriers to Attitudes to Learning and implementing strategies which support an improvement in student outcomes
- Leading and managing student transitions between phases and years, a cross phase approach to pedagogy focusing on numeracy and literacy skills
- Use data analysis to inform planning and intervention, set high expectations and targets for students and staff to drive up achievement
- Support and develop the Tutor, Intervention and Enrichment programmes

Please note that this is illustrative of the general nature and level or responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out, which would be determined by the Line Manager or Head teacher.

All members of staff are expected to:

- Have proper and professional regard for the ethos, policies, and practices of the school.
- Have regard for the need to safeguard pupils' wellbeing and health & safety by following relevant statutory guidance, along with school policies and completing mandatory training on an annual basis.
- Demonstrate positive attitudes, values and behaviours.
- Share responsibility for ensuring that their own knowledge and understanding is relevant and up to date.
- Support equal opportunities measures and promote anti-discriminatory practice



Heart



Mind



Connect

PERSON SPECIFICATION

Attributes	Essential	Desirable	How identified
Knowledge & Understanding (Including any relevant or required qualifications)	Qualified Teacher Status. Degree; PGCE or equivalent qualification	Good Honours degree in a relevant discipline	Application
	Successful recent teaching experience	Evidence of cross phase teaching eg: primary and secondary	Application & Interview
	Has a good knowledge and understanding of wider issues in education		Application & Interview
	Excellent ICT skills for teaching		Interview
	Excellent interpersonal & presentation skills	Experience of parental involvement /liaison	Application & Interview
	Excellent influencing skills and the ability to engage others in new ideas		Interview
	Knowledge and understanding of child protection & safeguarding procedures		Interview
	Ability to promote and develop positive relationships within and beyond the Academy		Application & Interview
Personal and Professional Conduct	Recent and relevant CPD activities	Evidence of successfully supporting colleagues to improve	Interview
	Shows commitment to professional and self-development		Application
	Willingness to be involved in coaching, mentoring and supporting colleagues		Application & Interview
	Experience of dealing with a variety of people and understands the need for effective relationships with parents, carers, partners and the community which enhance and support student learning	Evidence of developing successful partnerships	Application & Interview
	Experience of effective use of ICT in management and data handling		Application & Interview
Ability to communicate effectively and work as part of a team	Experience of working with ethnic minority and or EAL pupils	Application & Interview	
Working with others	Open-minded and flexible		Application
	Self motivated with excellent organisational skills and the ability to prioritise workload effectively under pressure		Application
	To be able to think creatively and imaginatively to anticipate and solve problems and identify opportunities		Interview
	Displays potential to provide direction, inspiration and strong leadership to others		Interview
	A high level of self-awareness – knows own strengths and areas for development		
	Willingness to undertake delegated duties when requested		Application
	The ability and willingness to run extra-curricular activities		Application
	Understands aims and vision of the Academy and is able to inspire, challenge and motivate		Application
	The ability to support the Headteacher in developing a clear vision for the Academy and for engaging the wider community		Application