



Broad Oak Community Primary School
Person Specification: TLR Middle Leader

<i>Assessed by:</i> <i>A = Application</i> <i>I = Interview/tasks</i> <i>R = References</i>	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ✓ Qualified Teacher Status (<i>A</i>) 	<ul style="list-style-type: none"> ✓ Evidence of further professional development (<i>A, R</i>) ✓ <i>EYFS specialist</i> (<i>A, T</i>)
Teaching Skills	<ul style="list-style-type: none"> ✓ High quality and reflective practitioner within the EYFS (<i>A, I, R</i>) ✓ Ability to utilise a range of teaching styles and strategies to ensure high levels of learning and achievement (<i>A, I</i>) ✓ Ability to motivate and enthuse all learners and staff (<i>A, I</i>) ✓ Ability to ensure full inclusion of all learners (<i>A, R</i>) ✓ Evidence of making a significant impact and progress upon children's learning in the EYFS. (<i>A, R</i>) 	<ul style="list-style-type: none"> ✓ Experience of teaching a range of age groups (<i>A, R</i>) ✓ Ability to explain how learners learn (<i>A, I</i>)
Leadership & Management Skills	<ul style="list-style-type: none"> ✓ Ability to organise other adults and self in an educational context. (<i>A</i>) ✓ Ability to motivate and enthuse others in a team (<i>A</i>) ✓ Experience of promoting and developing good relationships within the classroom and with other stakeholders(<i>A</i>) ✓ Evidence of the ability to analyse EYFS data and use of the results to manage and lead change (<i>I</i>) 	<ul style="list-style-type: none"> ✓ Ability to enhance the practice of others (<i>A, R</i>) ✓ Experience of leading professional development activities (<i>A, I</i>)
Professional Qualities	<ul style="list-style-type: none"> ✓ Have the confidence to act upon one's own initiative (<i>A, I</i>) ✓ Confidently and calmly deal with a range of situations employing diplomacy and confidentiality, when appropriate (<i>A</i>) ✓ Ability to identify own development needs ensuring that the outcomes improve the children's educational experience. (<i>A</i>) ✓ Ability to communicate clearly and effectively to a range of audiences (<i>A, I</i>) ✓ Ability to inspire trust and confidence amongst others (<i>A</i>) ✓ Commitment to supporting and promoting the school's safeguarding policy and procedures 	<ul style="list-style-type: none"> ✓ Experience of being proactive (<i>A, I</i>)
Knowledge and Understanding	<ul style="list-style-type: none"> ✓ Have a working knowledge of key developments in education (<i>A, I</i>) ✓ Commitment to and knowledge of the extended services agenda and its contribution to outcomes for learners (<i>A, I</i>) ✓ Clear awareness and understanding of the Every Child Matters Agenda and the implications on school life (<i>A, I</i>) 	<ul style="list-style-type: none"> ✓ Have an understanding of the school's self evaluation strategies and the contribution of the middle leader to these (<i>A, I</i>)
Other Circumstances	<ul style="list-style-type: none"> ✓ An ability to fulfil all spoken aspects of the role with confidence through the medium of English. (<i>I</i>) 	