**Brent Knoll School - Person Specification – Lead Practitioner EYFS to KS1 Transition**

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Qualified teacher status * Evidence of involvement in continuing professional development activities | * NPQ qualification/similar or willingness to undertake |
| **Experience** | * Teaching experience within the Early years and Primary age range as a class teacher and curriculum lead * Experience of child safeguarding and successful use of measures that promote and ensure the safeguarding of children * Experience of contributing to school improvement priorities * Experience of contributing to the appraisal process * Evidence of collaboration with and providing advice and support to external partners | * Proven record of facilitating CPD to support School Improvement |
| **Leading Learning and Teaching** | **Candidates should be able to:**   * Access, analyse and interpret data to ensure pupil progress * Support the continuing learning of all members of the school community * Experience of delivering collegiate support to develop strategies for supporting emotional regulation * Address the personalised learning needs of pupils * Demonstrate the principles and practice of excellent teaching and learning | * SCERTS accreditation or willingness to complete * Attention Autism accreditation or willingness to complete |
| **Developing Self and Working with Others** | **Candidates should be able to show evidence of:**   * Effective and positive working relationships * Shared leadership * Effective teamwork * Taking responsibility for continuing professional development for self and others * Effective challenge and feedback to influence and motivate others for self improvement |  |

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| **Managing the Organisation** | **Candidates should display a commitment to and ability to deliver:**   * Distributed leadership and management * The effective management of staff and resources * Maintain a safe, secure and healthy school environment * Providing organisational capacity and contribute to the development of teaching and learning * Work collaboratively to drive school improvement | * Experience of MLT role. |
| **Securing Accountability** | **Candidates should be able to demonstrate a commitment to and an ability to deliver:**   * The academic, spiritual, moral, social, emotional and cultural development of all its pupils * Individual and team accountability for pupil learning outcomes | * Demonstrate a commitment to ASD specific strategies |
| **Strengthening Community** | **Candidates should be able to demonstrate an understanding and commitment to an ability to:**   * Build positive relationships with families and external professionals to support pupil progress * Collaborate and network with other schools to improve outcomes | * Contribution to development of school community |
| **Shaping the Future** | **Candidates should be able to demonstrate an understanding and commitment to an ability to:**   * Identify ambitious and challenging targets to drive school improvement * To use appropriate technologies * Promote inclusion and the right for all to be the best they can be * Inspire, challenge, motivate and empower others to realise the school vision |  |