



Langley School: Teacher with TLR

PERSON SPECIFICATION

April 2024

MPS/UPS + SEN + TLR2

Assessment focus: - blue shading

1 Written application 2 Documentary evidence 3 Interview process 4 References

EDUCATION AND PROFESSIONAL QUALIFICATIONS	Essential/Desirable	Assessment focus			
		1	2	3	4
Qualified teacher status	Essential				
Senior leader qualifications	Desirable				
2:1 degree or equivalent	Desirable				
Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning	Essential				

EXPERIENCE AND KNOWLEDGE					
Successful experience of leading one or more subject areas	Essential				
Successful experience in a leadership and management role	Desirable				
At least 5 years successful teaching experience in the primary age range	Essential				
Experience of working with and developing links with the community	Desirable				
Experience of whole school evaluation and development planning	Desirable				
Experience and ability to contribute to staff development across the primary range	Desirable				
Experience of using data, assessment and target setting to raise standards	Desirable				
Experience of teaching in more than one school	Desirable				
Knowledge of changed Ofsted expectations	Essential				
Experience of successful teaching in a Special School	Desirable				

SKILLS					
High quality teaching skills	Essential				
Able to delegate and monitor effectively and support colleagues in undertaking responsibilities	Essential				
Able to support the Headteacher in initiating and monitoring change and supporting appraisal processes	Desirable				
Effective ICT skills	Essential				
Ability to articulate and share a vision of primary education within the context of the values and aims of the school	Essential				
Strong commitment to school improvement, inclusion, equalities and raising achievement for all	Essential				
High expectations of pupils' learning and attainment	Essential				

Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these	Desirable				
Ability to inspire and motivate staff, pupils, parents and stakeholders to achieve well	Essential				
Ability to identify own learning needs and those of others	Essential				

PROFESSIONAL AND PERSONAL ATTRIBUTES

A commitment to collaboration and partnership working	Essential				
Leadership style which encourages, inspires, motivates and empowers others	Essential				
Commitment to excellence in all aspects of work	Essential				
Self-aware, reflective, adaptable and emotionally intelligent	Essential				
Strategic thinker – policy into practice	Essential				
Commitment to best practice in safeguarding and health and safety	Essential				
Strong presence and visibility as a leader, demonstrating optimism, perseverance and resilience	Essential				
Commitment to equalities and inclusion in policy and practice	Essential				
High quality communication skills – clearly and effectively to a range of audiences	Essential				
Able to negotiate and consult	Essential				
Decision making skills – able to investigate, resolve and make difficult decisions	Essential				
Ability to build and maintain good relationships	Essential				
Committed to ensuring all pupils within Langley are safeguarded	Essential				
Ability to respond positively to external scrutiny	Essential				
Resilience and perseverance when under pressure	Essential				

TEACHING AND LEARNING

Up to date knowledge and understanding of the current national education agenda and curriculum research and development	Essential				
Understanding of how pupils learn and effectively apply their learning	Essential				
Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils	Essential				
A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning	Essential				
Effective monitoring and evaluation of teaching and learning	Desirable				
Experience of developing teaching and learning through coaching and/or mentoring	Desirable				
Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management	Essential				
Understanding of successful teaching and learning across the entire curriculum across all key stages	Essential				
Successful experience in creating an effective learning environment	Essential				
Ability to make accurate assessment of pupils' learning and able to support others to do the same	Essential				
High expectations of pupils' learning and attainment	Essential				
Strong commitment to school improvement and raising achievement for all	Essential				