



Brooklands
Primary School

Person Specification

Year Group Lead Teacher

Category	Essential Criteria	Desirable Criteria
Qualifications & Training	<ul style="list-style-type: none"> - Qualified Teacher Status (QTS) - Evidence of ongoing professional development 	<ul style="list-style-type: none"> - Relevant NPQ (e.g. NPQML, NPQSL) or alternative leadership qualification - A postgraduate qualification in education or leadership - Additional qualifications in SEND, curriculum leadership, or coaching
Experience	<ul style="list-style-type: none"> - Significant teaching experience within a primary school setting - Experience of successfully leading a team and improving pupil outcomes - Proven track record of delivering high-quality learning and teaching - Experience of leading CPD or supporting the development of other staff 	<ul style="list-style-type: none"> - Experience of leading whole-school improvement initiatives - Previous experience as a subject, phase, or year group leader - Experience of working with external agencies or the wider community
Knowledge & Skills	<ul style="list-style-type: none"> - Strong understanding of curriculum design, planning, and assessment - Knowledge of safeguarding policies and procedures - Ability to analyse data effectively to drive pupil progress - Excellent communication and interpersonal skills - Ability to lead and manage change effectively - Commitment to promoting equal opportunities - Strong organisational and time-management skills - Strong IT skills and use of technology including AI 	<ul style="list-style-type: none"> - Familiarity with the latest educational research and evidence-based practice - Experience in developing or implementing school policies - Ability to use new technologies effectively to support learning
Leadership & Management	<ul style="list-style-type: none"> - Experience of setting high expectations for teaching and learning - Ability to model outstanding classroom practice - Experience of leading a phase, year group, or curriculum area - Ability to support, mentor, and coach colleagues - Commitment to fostering a positive and collaborative learning culture 	<ul style="list-style-type: none"> - Experience in a middle or senior leadership role - Experience in engaging and influencing wider school decision-making
Principles of Ethical Leadership	<ul style="list-style-type: none"> - Demonstrates selflessness: Acts in the best interest of pupils, staff, and the school community - Shows integrity: Upholds high moral and ethical standards 	<ul style="list-style-type: none"> - Advocates for ethical leadership principles at a whole-school level - Actively promotes these values within staff development and decision-making processes

	<ul style="list-style-type: none"> - Displays objectivity: Makes decisions based on evidence and fairness - Practices accountability: Accepts responsibility for outcomes and actions - Encourages openness: Promotes a culture of transparency and dialogue - Demonstrates honesty: Communicates truthfully and fairly - Acts with leadership: Inspires and motivates others with a clear vision 	
Personal Attributes	<ul style="list-style-type: none"> - High levels of resilience and adaptability - Passionate about improving outcomes for all pupils - A reflective practitioner who is committed to self-improvement - Ability to build positive relationships with pupils, staff, and the wider community - Model positive work/life blend 	<ul style="list-style-type: none"> - A commitment to lifelong learning and research-informed practice - Ability to inspire and develop future leaders within the school