



Ironstone Academy Trust
Trust School Improvement Lead
Person Specification

| Category | Essential | Desirable | Identified |
|----------------------|--|---|----------------------------|
| Application | <ul style="list-style-type: none"> • Fully supported in references • Well-structured application indicating a detailed understanding of the important educational issues and style of management | <ul style="list-style-type: none"> • Knowledge and understanding of current issues and their relevance for the Trust | Application/ references |
| Qualification | <ul style="list-style-type: none"> • Qualified Teacher Status (A) • Degree (A) | <ul style="list-style-type: none"> • Additional leadership qualifications | Application |
| Experience | <ul style="list-style-type: none"> • Ability to communicate and relate to all members of the Trust community (A, I, R) • Curriculum management – planning, teaching, modelling and assessment • Experience of working in a Primary School (A, I, R) • Experience of successfully demonstrating impact of school improvement change within school (A, I, R) • Experience of the successful management of change which has resulted in raising standards (A, I, R) • Experience of developing and managing staff in respect of the current Teaching Standards (A, I, R) • Experience of relating performance management to staff professional development (A, I, R) • Experience of curriculum development and of monitoring the impact of the curriculum on pupil achievement (A, I, R) • Experience of the development and implementation of best practice safeguarding procedures. (A, I, R) • Experience of contributing to the school’s self-evaluation cycle (A, I, R) | <ul style="list-style-type: none"> • Experience of working in EYFS/KS1/KS2 (A, I, R) | Application / interview |

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|---------------------------------|---|---|-------------------------------------|
| Professional Development | <ul style="list-style-type: none"> Evidence of attending and delivering relevant CPD including relating to leadership and management within the last 2 years (A, I, R) | | Application |
| Skills and Knowledge | <ul style="list-style-type: none"> Demonstrate outstanding subject knowledge (A, I, R) Demonstrate good inter-personal skills (A, I, R) Skills in motivating staff to achieve outstanding standards (A, I, R) Ability to communicate effectively (A, I, R) Ability to build on current achievements and continue to raise standards Ability to lead and work as part of a caring team (A, I, R) Have a clear understanding of the needs of primary age children including those with additional needs, such as disadvantaged, SEND and vulnerable (A, I, R) Have a clear understanding of the current Ofsted Inspection framework (A, I, R) Ability to create a shared vision; inspiring and motivating others towards this shared vision (A, I, R) Ability to address challenge or conflict to sustain a school improvement initiative. (A, I, R) | <ul style="list-style-type: none"> Knowledge and understanding of current issues and their relevance for the Trust (A, I, R) | Application / reference / interview |
| Personal Attributes | <ul style="list-style-type: none"> Appreciation of the importance of exploration and development of effective and innovative approaches to school improvement (A, I, R) Ability to build and sustain effective working relationships and partnerships with staff, governors, board members, parents/carers and the wider community and demonstrate enthusiasm and sensitivity while working with others (A, I, R) Ability to work in partnership with schools, key agencies and organisations (A, I, R) | | Application / reference / interview |

A – Application Form

I – Interview

R - References

This post is subject to safer recruitment measures, including an enhanced check via the Disclosure and Barring Service

Please note all appointments within the Trust are subject to a declaration of medical fitness (having made reasonable adjustments in line with the Equality Act (2010) where necessary.

March 2023