

Sir John Thursby Community College  
Personal Specification – Learning Leader

| Attributes                     | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Desirable                                                                                                                                                                                                                                    | How identified                                                                       |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| <b>1. Qualifications</b>       | <ul style="list-style-type: none"> <li>• QTS</li> <li>• Degree</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <ul style="list-style-type: none"> <li>• Recent relevant INSET in preparation to lead/manage a department.</li> </ul>                                                                                                                        | Application form                                                                     |
| <b>2. Experience</b>           | <ul style="list-style-type: none"> <li>• Clear evidence of excellent teaching over time</li> <li>• Clear evidence of positive outcomes from Y11 classes</li> <li>• Substantial experience of teaching across the whole ability range of students</li> <li>• Substantial experience of teaching across the 11-16 age range of students</li> <li>• Evidence of planning long &amp; medium term schemes of learning</li> </ul>                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>• Experience of leading a team of people in a positive, effective manner</li> <li>• Experience of leading CPD or working with individual teachers to improve the quality of their teaching</li> </ul> | Application form<br><br>Supporting letter<br><br>Selection process<br><br>References |
| <b>3. Skills and knowledge</b> | <ul style="list-style-type: none"> <li>• Clear understanding of how to accurately assess student progress</li> <li>• Clear understanding of new KS4 specifications</li> <li>• Clear understanding of how the KS3 curriculum supports skills and knowledge needed for KS4</li> <li>• Clear understanding of what makes excellent teaching</li> <li>• Clear understanding of how to analyse and use data to raise achievement</li> <li>• Clear understanding of how to meet the needs of all students</li> <li>• An ability to plan strategically</li> </ul>                                                                                                                                  | <ul style="list-style-type: none"> <li>• Understanding of how to raise achievement for Disadvantaged students</li> </ul>                                                                                                                     | Supporting letter<br><br>Selection process                                           |
| <b>4. Personal qualities</b>   | <ul style="list-style-type: none"> <li>• A passion to make a difference to young people's lives through education</li> <li>• Ability to build effective working relationships</li> <li>• Enthusiastic, resilient &amp; solution focused</li> <li>• An effective team member, who works well with other people</li> <li>• An ability to build effective teams and motivate others</li> <li>• To like young people and to be liked by them</li> <li>• A drive to make things happen</li> <li>• Not to settle for good, but always strive to improve</li> <li>• A commitment to safeguarding and equality</li> <li>• Confident using modern technologies</li> <li>• Sense of humour</li> </ul> | <ul style="list-style-type: none"> <li>• Aspiration for Senior Leadership</li> </ul>                                                                                                                                                         | Supporting letter<br><br>Selection process<br><br>References                         |
| <b>5. Other</b>                | <ul style="list-style-type: none"> <li>• Application form completed in full</li> <li>• Letter of application (max 2 sides A4, font 11)</li> <li>• Enhanced DBS disclosure</li> <li>• Satisfactory health check</li> <li>• A commitment to sustain regular attendance at work</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                              | Application<br><br>School checks                                                     |

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