



Igniting young minds today, for a brighter tomorrow

Phase Leaders

Are you an experienced, enthusiastic, creative and dynamic teacher seeking a new challenge with responsibility? Do you have experience in subject leadership or middle leadership and are you seeking your next step? If yes, we are looking for a Phase Leaders for Year 1/2, 3/4 and 5/6 with responsibility to join our committed and hardworking team. You will be an active member of the Senior Leadership Team and be an instrumental part in establishing the strategic direction of the school and improving the provision for all pupils.

You will be recognised as someone has:

- The motivation to achieve the very best for the children in our care and be relentless in the pursuit of excellence;
- Excellent inter-personal and leadership skills as well as the ability to inspire and challenge colleagues;
- Proven experience as an outstanding classroom teacher;
- Able to work in partnership with parents and carers to provide high quality learning and care for the children in our school.

We can offer you:

- Amazing children, with a passion for learning;
- The opportunity to join a growing leadership team that will support you professionally;
- Opportunities for you to lead and initiate projects and subjects throughout the school, especially within your phase.

To arrange an informal discussion with the headteacher regarding this post, please email – head@edisonprimary.org.uk

You can download an application pack from our website. Completed applications must be sent to head@edisonprimary.org and received by **12pm on Friday 7th May 2021**.

Interviews will be held on Tuesday 11th May 2021.

We are committed to equality and safeguarding children. Any appointment is subject to satisfactory checks and references.



Job Description

Position: Phase Leader

We are a vibrant school and seek an innovative, passionate and inspirational teacher and leader who is committed to raising standards and the quality of learning for all pupils. He/she will take on the whole school responsibility of promoting pupil voice, supporting parents and will also lead one of the core subjects throughout the school. The Phase Leader is directly accountable to the Deputy Headteacher and ultimately the Headteacher.

Key Purposes of the Position

To provide strong leadership focused on improving the quality of teaching and learning towards greater consistency of good or better teaching in order to improve attainment and progress within the Key Stage.

To work closely with the Senior Leadership Team and Governing Body, so that Edison Primary is a challenging and supportive learning environment where all members of the school community are able to flourish and realise their educational and personal potential.

To carry out the professional duties of a teacher as described in the Teachers' Pay and Conditions Document, including those duties particularly assigned to him/her by the Headteacher.

Specific Responsibilities

Leadership and Management

He/she will

- ❖ Play a key role in shaping the vision and direction for the school, setting out very high expectations for all and striving for outstanding outcomes for all pupils.
- ❖ Inspire, motivate and influence staff and pupils, especially within the Key Stage, taking a lead role in developing and maintaining the highest standards of teaching and learning.
- ❖ Lead the development of excellent learning and teaching within the Key Stage through performance management, monitoring and coaching for improvement processes.
- ❖ To play a key role in the development of assessment within the Key Stage, including assessment for learning strategies, as a key to improving the quality of teaching and

learning. The Deputy Headteacher is responsible for developing assessment throughout the whole school.

- ❖ To lead a core subject throughout the whole school by developing teaching and resources and ensuring continuity and progression
- ❖ To develop pupil voice throughout the school including the School Council/s
- ❖ To develop the school's partnership with parents and their involvement in their child's learning

Teaching and Learning

He/she will

- ❖ Lead staff, by personal example, in classroom teaching performance, using a wide range of strategies to support the development of outstanding learning and teaching throughout the Key Stage.
- ❖ Liaise with other leaders to ensure curriculum continuity and progression.
- ❖ Develop effective behaviour and discipline policies and procedures to achieve high standards of learning behaviours, independence and self discipline within the Key Stage

Other Duties and Responsibilities

He/she will

- ❖ Further develop own professional knowledge and skills by attending relevant courses, reading to keep abreast of current educational thinking and participating fully in school staff development.
- ❖ Be aware of, and work according to, the National Professional Standards for School Teachers.
- ❖ Attend meetings in accordance with school policy and lead such meetings as required.
- ❖ Take whole school / Key Stage assemblies.
- ❖ Prepare and present reports and other forms of high quality communication, as required, e.g. to governors, LA, parents, outside agencies.

Equal Opportunity

The post holder will be expected to carry out all duties in the context of and in compliance with the school's Equal Opportunities Policies.

From time to time the needs of the school will inevitably change. As a member of the leadership team, the successful candidate must be prepared to change areas of responsibility, re-negotiate his/her personal job description with the Head Teacher to allow for the development of the school and his/her own professional and personal development. The job description may be amended at any time, after discussion, but in any case will be reviewed annually.



Person Specification

Position: Phase Leader

In order to meet the high standards expected of a leading professional in our school, the Governing Body is seeking to employ a person with the following essential qualities, skills and abilities.

Qualifications and Training

- Qualified teacher status.
- Evidence of continuing and recent professional development relevant to a senior leadership role e.g. Leadership Pathways, Leading from the Middle

Knowledge and Understanding of:

- Current theory and best practice in teaching and learning in relation to achieving excellent outcomes for learners.
- Effective leadership in relation to raising progress and attainment
- The appropriate use of new technologies.
- Sustaining a safe, secure and healthy school environment.
- The role of parents and the community in school improvement.
- How to use data to impact on progress and attainment
- The statutory requirements and other relevant legislation relating to child protection procedures and safeguarding

Experience

- Shows an understanding and experience of outstanding teaching within the primary phase.
- Of having led a subject or team successfully through an aspect of school improvement.

- A proven record of accountability of at least one aspect of whole school, subject or key stage leadership or management.
- Of developing and leading staff development programmes for teachers and other staff.
- Of initiating and implementing strategies to develop the quality of teaching and learning

Aptitude and Skills

- An ambitious and diligent professional who can influence, motivate and inspire others.
- An outstanding classroom practitioner.
- An effective organiser.
- A team player.
- An ability to articulate a clear vision of excellence and equity that sets high standards for all pupils.
- A positive and resilient individual with initiative, drive, integrity, and a cheerful disposition.
- Good personal presence and excellent communication skills.
- An ability to work effectively under pressure, prioritise appropriately and meet deadlines.
- A sense of vocation and vision in harmony with that of the school.

If you feel you can meet these demanding requirements then we look forward to hearing from you and welcome your application for this post.

Written Application

- Evidence of clear, succinct thinking about the role of the Phase Leader, outlining how you meet the requirements of the job description and person specification