

### Person Specification – Literacy Intervention Lead

The Futures Trust and Hinckley Academy are committed to safeguarding and promoting the welfare of Children and Young People, and require all staff and volunteers to share this commitment.

<b>Responsible to</b>	Headteacher
<b>Grade</b>	TLR to be confirmed depending on the skills and experience of the successful candidate.
<b>Hours</b>	Full Time
<b>Location</b>	Based at Hinckley Academy with a requirement to travel to undertake work at or for schools within the Trust and in Hinckley Academy feeder primary schools.

	<b>Essential Criteria</b>	<b>Measurement By</b>
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• First degree or equivalent</li> </ul>	Application Form Interview
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Highly competent in all areas of the Teachers' Standards</li> <li>• Excellent communication skills; able to communicate effectively both verbally and in writing with a range of audiences</li> <li>• Highly organised; can prioritise and work well under pressure, meeting deadlines and exercising attention to detail</li> <li>• Able to relate effectively to students, staff and parents</li> <li>• Able to follow the school's safeguarding procedures and recognise when to report any concerns</li> <li>• Able to work collaboratively and effectively as part of a team</li> <li>• Creative, inspiring and innovative both in the classroom and as a colleague; able to explore, develop and successfully implement new ways of working</li> </ul>	Application Form Interview Observation
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Significant experience teaching in Year 6 in a primary school</li> <li>• Experience leading colleagues with impact in a primary school</li> <li>• Experience of teaching within a diverse environment</li> <li>• Recent relevant in service training in current educational practice, especially in phonics and literacy development and pedagogy</li> </ul>	Application form Interview

<p><b>Knowledge and understanding</b></p>	<ul style="list-style-type: none"> <li>• High level subject knowledge.</li> <li>• Detailed knowledge of the Y5-6 literacy curriculum and SATs assessments.</li> <li>• Knowledge of how to promote and implement the principles of inclusion.</li> <li>• Understanding of promoting high levels of attainment of all pupils, including those with special educational needs.</li> <li>• Knowledge of initiatives at a national level and their impact on school development</li> <li>• Clear understanding of safeguarding and evidence of recent training</li> </ul>	<p>Application Form Interview Observation</p>
<p><b>Other requirements</b></p>	<ul style="list-style-type: none"> <li>• A professional role model who is committed to their own professional development and to developing others</li> <li>• Committed to and able to promote the aims of the school and the values of the Trust: Students First, It's about Learning, No Barriers.</li> <li>• Able to work calmly under pressure and withstand stress</li> <li>• A commitment to inner city comprehensive education</li> <li>• A commitment to involve parents, governors and the community in the work of the school</li> <li>• An awareness, understanding and commitment to equal opportunities, including an appreciation of and sympathy for the school's multi-faith cultural context</li> </ul>	<p>Application Form Interview</p>

**Person specification reviewed by: Lisa Hickman, Headteacher**

**Date: April 2022**