

The Coppice Primary School Pupil Premium Leader Person Specification



| Requirements | Essential | Desirable | Demonstrated by |
|--------------------------------------|---|--|---------------------------------|
| Qualifications & Training | Qualified Teacher status | Any other relevant professional qualifications | Interview/ Application Form |
| | Very secure literacy and numeracy skills with the ability to support students' progress in English and Maths from EYFS through to Year 6. | Behaviour management training is highly desirable Training in relevant 'close the gap' intervention programmes | |
| 2. Experience | | | |
| 2. Experience | Extensive experience of working with primary aged pupils. | Previous experience working in a relevant area in a school setting | Application Form/ Interview |
| | | Experience of developing pupils' academic confidence in English and/or Maths Experience of working with young people to improve their behaviour Experience of working with vulnerable children Experience of working and engaging hard-to-reach parents Experience of attending CAF meetings and working with outside agencies | |
| 3. Skills | | | |
| 3. Skills | ICT literate – Must have an excellent understanding of Microsoft Office | Sound working knowledge of SIMS | Application Form / Task |
| | | Google Calendar and Google Docs | |
| 4. Knowledge | | | |
| 4. Knowledge | Knowledge of the processes available to support student learning within school | Ability to signpost families to external support agencies | Application Form/Interview/Task |
| | Understanding of factors likely to impact on students' behaviour and well being | Knowledge of safeguarding/Child Protection | |
| | An understanding of the Government's national Pupil Premium Policy | | |

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| | An understanding of the barriers that prevent Pupil Premium students reaching their potential | <p>Knowledge of strategies to overcome learning barriers and to accelerate the progress of Pupil Premium students</p> <p>Knowledge of the EYFS and National Curriculum Requirements for reading, writing and maths/number</p> <p>Awareness of EEF (Educational Endowment Foundation) research.</p> <p>Awareness of the conditions and requirements of the Pupil Premium Grant.</p> | |
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| 5. Management | <p>Able to manage own workload</p> <p>Ability to prioritise</p> <p>Able to show initiative</p> <p>Excellent organisational skills</p> <p>Attention to detail/record keeping</p> | | Application Form/ Interview/ Task |
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| 6. Aptitude and Personal qualities | <p>Excellent communication skills – empathy with pupils/students and an ability to relate well to staff and parents.</p> <p>Confidence and resilience – the ability to gain the respect and trust of both students and parents.</p> <p>Ability to work as part of a team and maintain confidentiality</p> <p>Demonstrate a calm and professional manner</p> <p>Committed to making a difference to the lives of young people.</p> | | Application Form/ Task Interview |