## **Person Specification**

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| **Attributes / Qualities** | **Essential** | **Desirable** |  |
| **Application** | • Well-structured letter indicating understanding of important educational issues and outlining experience  • Fully supported in reference |  | * Application form * References |
| **Qualifications** | * Degree or equivalent * Qualified Teacher Status * GCSE or equivalent in English and Mathematics at grade C or above * Clear enhanced DBS | * Evidence of further study & CPD | * Application form |
| **Experience** | * Proven record of ability to demonstrate consistently high standards of classroom practice and behaviour management. * Ability to demonstrate excellent planning for learning * Ability to demonstrate accuracy in and the importance of assessing pupil progress * Evidence of actively promoting safeguarding procedures in a school. * Ability to demonstrate high quality and effective marking and feedback for learning. * Ability to effectively use and demonstrate a wide range of AfL strategies. * Understanding and successful experience of teaching in Upper KS2 * Excellent understanding and knowledge of the whole curriculum and the ability to sequence high quality lessons demonstration clear skills progression * Proven track record of demonstrated high levels of teacher knowledge in all subject areas * To lead a subject across the whole school ensuring progression and challenge for all | * Both references evidence outstanding classroom practice and ability | * Application form * Interview * Lesson observation * In tray task * References |
| **Professional Development** | * Ability to demonstrate professional development in classroom practice, acting swiftly upon advice given. * Evidence of willingness to keep up to date with educational issues. | * Evidence of desire to further develop teaching and learning skills. * Ability and desire to lead whole school events | * Application form * Interview |
| **Skills, knowledge & expertise** | * Ability to organise, manage and teach Key Stage 2 children in a highly effective manner by setting high expectations which inspire, motivate and challenge and which ensure good progress and outcomes. * Ability to deliver core and foundation subjects to a high standard * Ability to respond flexibly and sensitively to the differing needs of children. * Ability to communicate effectively, both verbally and in writing. * Organisational ability and the ability to meet deadlines, prioritise and manage own time effectively. * Ability to readily establish professional relationships with all stakeholders and work as a team. * Ability to use a variety of excellent behaviour management strategies. Evidence of ability to create a happy, challenging and effective learning environment. * Ability to use ICT effectively both in classroom practice and within own professional work. * Excellent subject knowledge and clear understanding of the progression of skills in English and Maths. * Evidence of contribution to extra-curricular activities and willingness to continue. | * Ability to analyse and evaluate data in order to accurately assess pupil progress. | * Application form * Interview * References |
| **Special Knowledge** | * Detailed knowledge of the structure and content of the National Curriculum. * An understanding of the necessary assessment procedures relating to primary education. * Knowledge of the statutory requirements of legislation concerning SEND. * Knowledge of safeguarding and child protection issues. * A clear vision and understanding of the needs of young pupils including special needs. * Understanding and knowledge of current issues in education. |  | * Application * Interview * References | |
| **Personal** | * To enjoy teaching and working with children. * Possess a drive for improvement and want to obtain the highest outcomes for children. * To have the willingness and ability to bring out the best in every child in our school. * Demonstrate a willingness to work with the wider community and stakeholders with motivation, enthusiasm, sensitivity and a caring attitude. * Calm under pressure. * Ability to demonstrate a stimulating and innovative approach. * A good health and attendance record. * To be approachable, friendly, trustworthy * Ability to demonstrate professionalism at all times. * Flexible and adaptable in different situations. |  |  | * Application * Interview * Observation |