## **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
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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