



**Person Specification**

Criteria	Essential	Desirable	Method of Assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• QTS status / ECT (Primary age range)</li> <li>• Degree level (or equivalent) qualification</li> <li>• Evidence of recent and relevant continuous professional development</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Contribute to the aspirations and policies of the school</li> <li>• Motivate and enthuse the children to learn</li> <li>• Ability to take initiative and inspire pupils</li> <li>• Plan challenging and interesting work to meet the needs of pupils with differing abilities</li> <li>• Effectively manage pupil behaviour in a positive way</li> <li>• Seek advice and support where necessary</li> <li>• Able to demonstrate a knowledge and experience of inclusion strategies to support children with Special Educational Needs.</li> <li>• Excellent classroom practitioner.</li> <li>• Experience of teaching in KS1 or KS2</li> <li>• Able to demonstrate experience in assessing children’s achievements and tailoring future learning to ensure groups and individuals make outstanding progress</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in involving parents/carers in the education of their children.</li> <li>• Experience of subject leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>

<p><b>Personal qualities skills and characteristics</b></p>	<ul style="list-style-type: none"> <li>• Able to demonstrate an ability to engage learners in a variety of ways.</li> <li>• Able to evaluate own teaching with regards to pupils' learning and progress.</li> <li>• Build and maintain professional relationships with children, staff, parents and governors through effective interpersonal skills and empathy</li> <li>• Able to work flexibly as a member of a team.</li> <li>• Work under pressure maintaining a sense of perspective and humour</li> <li>• Excellent organisational skills, the ability to prioritise and meet deadlines</li> <li>• Able to demonstrate the drive and determination to improve own practice</li> <li>• Reliability and integrity</li> <li>• Resilience and tenacity</li> <li>• Be fully committed to equal opportunities for all.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to analyse data to inform and support required improvements.</li> <li>• Willingness to be involved in after school activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
<p><b>Knowledge / special attitude</b></p>	<ul style="list-style-type: none"> <li>• Knowledge of current educational trends, curriculum developments and educational initiatives</li> <li>• Secure knowledge of KS1 and KS2 statutory requirements relating to the curriculum and assessment</li> <li>• Creative approach to teaching and learning</li> <li>• An excellent understanding of theory and best practice in teaching and learning and how it relates to achieving high rates of pupil progress</li> <li>• Passionate about children's learning</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>

	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promotion of the welfare of children and young people</li> <li>• Excellent strategies for behaviour for learning</li> <li>• Good ICT skills</li> </ul>		
<b>Other</b>	<ul style="list-style-type: none"> <li>• Enthusiasm and humour</li> <li>• Excellent record of attendance and punctuality</li> <li>• Empathic and capable of realistic self-assessment</li> <li>• Time management and organisation skills</li> <li>• Fulfil the requirements of an enhanced DBS disclosure</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> <li>• Enhanced DBS check</li> </ul>