**Valley Road Senior Teacher – Person Specification**

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| ***Essential*** | ***Desirable*** |
| *Qualifications* |  |
| * Qualified Teacher status * First degree or equivalent | * Evidence of additional further educational qualifications |

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| *Experience* |  |
| * At least 5 years successful teaching experience in the primary age range * Substantial knowledge and understanding of learning and teaching at Key Stage Two. * Leadership experience in the primary age range | * Experience of working with and involving school Governors * Experience of teaching in more than one key stage * Experience of working with and developing links with the community |

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| *Knowledge & Understanding* |  |
| * Confident use of IT communication skills * Knowledge and understanding of data analysis and the ability to use data to set targets for improvement * Up to date knowledge & understanding of the current national education agenda * Understanding of how children learn and effectively apply their learning |  |

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| *Leadership Skills* |  |
| * To assist the Headteacher in leading a primary school which is already successful but with ambition for further improvement * Evidence of highly effective teaching in more than one year group * This will require the ability to:   + Lead and develop the schools Creative Curriculum   + Lead and manage people to work both individually and in teams   + Delegate and monitor effectively   + Aid the Head to initiate and manage change   + Motivate and inspire by setting and following high standards   + Seek advice and support when necessary   + Deal sensitively with people and resolve conflicts. | * Evidence of successful school improvement planning and delivery * Support the Headteacher with the school’s performance management |

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| *Decision-making Skills* |  |
| * Ability to investigate, resolve problems and make decisions * This will include an ability to:   + Collect and weigh evidence, make judgements   + and take decisions in line with good educational practice   + Think creatively and imaginatively to solve   + problems and identify opportunities |  |

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| *Communication Skills* |  |
| Personal quality:   * The ability to communicate clearly and take into account, where appropriate, the views of others |  |
| Professional quality:   * Effectively communicate orally and in writing to a range of audiences * Negotiate and consult |  |

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| *Self-Management Skills* |  |
| * Ability to plan time and organise work effectively * This will include an ability to:   + Prioritise and manage time   + Work under pressure and meet deadlines   + Be self motivating and set personal goals |  |

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| *School Ethos* |  |
| * Capacity to influence others * An ability & commitment to develop and maintain the ethos of the school in partnership with the Headteacher and SLT * Ability to support and help develop a vision for high quality education which promotes spiritual, moral and cultural development * Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child’s education |  |

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| *Personal Attributes* |  |
| * Adaptability to changing circumstances & ideas * Energy and enthusiasm * Reliability and integrity |  |