



Person Specification for a Teacher

	Essential	Desirable (Experienced)	Evidenced in:
Personal qualifications	<ul style="list-style-type: none">Degree level qualification and qualified teacher status.	<ul style="list-style-type: none">Experiences of KS1 practice and assessment.Further study and qualifications.	Application
Knowledge	<ul style="list-style-type: none">An understanding of current initiatives in education.A sound understanding of young children's needs.Up to date knowledge of KS1.Innovative and creative approaches to teaching and learning.Child protection and safeguarding in school.	<ul style="list-style-type: none">Able to respond to new initiatives and develop practice of self and others.	Application & interview
Teaching and learning	<ul style="list-style-type: none">Recent successful experience of teaching infant aged children.Able to demonstrate and articulate understanding of what outstanding teaching and learning is and how children learn best.Enthusiastic and creative classroom practitioner.Effectively lead and deploy Teaching Assistants.Uses effective assessment for learning strategies to track individual progress, reshape learning and set targets for improvement.High standards and expectations of self and others which ensures all children make at least good progress.Experience of setting targets, monitoring and evaluating outcomes for a range of learners.Ability to work collaboratively as part of a team.Uses positive strategies for managing behaviour.Demonstrates passion, resilience and energy in teaching practice that engages and motivates pupils.	<ul style="list-style-type: none">Knowledge of recent initiatives in good practice and development of thinking in education.Experience of curriculum managementSuccessful development, implementation and monitoring of school policies.Share outstanding practice with colleagues.	Application, Interview - inc. Lesson Observation, References

Accountability	<ul style="list-style-type: none"> • Reflective and resilient – able to see opportunities in challenges. • Ability to share and model good practice openly. • Uses Teacher Assessment to track progress, inform teaching and set targets which enable all pupils to make good progress. • Commitment to raising standards and improving Teaching & Learning. • Ability to take responsibility for delegated tasks and account to Headteacher (or others) for outcomes. 	<ul style="list-style-type: none"> • Experience of accounting for aspects of their work to the Headteacher and Governing Body. • Evidence of leading and managing change successfully in one key area. 	Application References
Skills and attributes	<ul style="list-style-type: none"> • Caring and approachable, someone who is able to relate well to the whole school community. • Excellent interpersonal and communication skills. • Loyal and committed. • Energy and drive. • Motivated and hard working with the ability to work to deadlines. • Good organisational skills - able to prioritise and manage time well. • Ability to review and be reflective of own practice. • Willingness to learn from others. • Able to listen and respond sensitively and constructively. • Able to demonstrate presence which inspires trust and confidence from whole school community. • Optimist with a positive attitude to change. 		Application Interview References
School Specific Needs	<ul style="list-style-type: none"> • Willingness to actively involve parents in the education of their children. • Willingness to develop links with Governors. • Values independence, thinking and creativity. • Willingness to actively involve themselves in school life, i.e. extra curricular activities, fundraising etc. 		