



HORDLE CE VA PRIMARY SCHOOL & NURSERY

PERSON SPECIFICATION

To teach at **Team Hordle** - we need to be superheroes ourselves and to know how to bring out the superhero in each other.

This specification for the Team Hordle Adult was created by the staff in September 2019.

The Hordle Adult will be RESILIENT:

Respond positively to feedback with a growth mindset and determination to develop and improve

Understand their own emotional resilience and manage their own work

Be proactive and talk to other staff when they need help or fresh ideas

Learn from mistakes

Continuously strive to be the best they can be and achieve the best possible outcome for all

Model resilience to others

The Hordle Adult will show TEAMSHIP:

Be professionally generous - sharing ideas and time gladly

Model relationships which are professionally rewarding and respectful

Include everyone and treat all staff with equity

Use praise and encouragement for colleagues liberally

Look after both themselves and others - and notice when others need support

Contribute fully and effectively in all aspects of school life

Will adopt equitable workload to support others

The Hordle Adult is a RISK TAKER:

Be willing to try new approaches and accept that these may be initially uncomfortable

Understand not to take unnecessary risks basing their actions in sound pedagogical research

Hold challenging conversations with colleagues - even though this might feel uncomfortable

Is able to share varying points of view professionally and respectfully

Is able to identify when the task is too great and help is needed



The Hordle Adult is RESPONSIBLE:

Take responsibility for my own professional learning
Take responsibility for my own professional behaviours both within the classroom and beyond
Take equitable responsibility for workload within the team
Take responsibility for being the best that they can be - every day
Take responsibility for looking after others
Takes responsibility for their own mental health and well being
Manage their time effectively

The Hordle Adult is MOTIVATED:

Be highly motivated to go above and beyond for all children in our care and to look after one another
Understand the moral imperative in all that we do and to be motivated to challenge the status quo.
Exhibit the humility to do the 'not so nice' jobs
Always try their very best no matter what the task at hand
Manage their time effectively and be fully prepared for lessons and meetings

The Hordle Adult has a SENSE OF HUMOUR:

Know and understand that highs and lows are part of a normal pattern of life and work
Not take themselves too seriously - demonstrating humility
Make mistakes and allow others to make them too
Make a conscious effort to make the workplace an enjoyable place to be for EVERYONE

Thank you for being a superhero.
We are proud to work with you.

