

Person Specification

This table lists the essential and desirable requirements needed in order to perform the job effectively.

Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done.

Desirable: Requirements that would enable the candidate to perform the job well.

Evidence: **A** = Application Form, **I** = Interview, **R** = Reference.

	Essential	Desirable	Evidence
Qualifications and Professional Development			
Safeguarding Training (or willingness to train)	X		A
Degree or Equivalent Qualification	X		A
Qualified Teacher Status	X		A
Completed ECT phase	X		A
Commitment to professional development	X		A
Evidence of working at Upper Pay Scale level		X	A, I, R
Evidence of continuous INSET / CPD		X	A
Experience			
Teaching successful placements	X		A, I
Supervising groups / classes	X		A, I
Line Management	X		A, I
Teaching across the whole primary age range		X	A, I
Working in partnership with parents		X	A, I
Professional Knowledge and Understanding			
An Understanding of the National Curriculum and its application	X		I, R
Knowledge of strategies that enable the teacher to teach mixed ability pupils within the same class & provide work which is differentiated to care for the entire ability range	X		I, R
Knowledge and understanding of the Primary Curriculum and its application	X		I, R

To develop a creative curriculum to motivate and inspire pupils	X		I, R
Understanding and ability to work as part of a team	X		I, R
Theory & practice of providing effectively for individual needs of all children	X		I, R
The monitoring, assessment, recording and reporting of pupils attainment and progress	X		I, R
Statutory requirements of legislations	X		I, R
Positive links necessary within school and with stakeholders	X		I, R
Effective teaching and learning styles	X		I, R
Understanding of the preparation and administration of statutory tests	X		I, R
To be able to develop a creative curriculum	X		I, R
Links between schools, especially partner schools		X	I, R
Personal Skills and Attributes			
Ability to communicate effectively in verbal & written for to a range of audiences	X		A, I, R
Ability to teach a range of subjects	X		A, I, R
To be able to effectively use a variety of teaching & organisational styles and resources including ICT	X		A, I, R
Develop and maintain good professional relationships	X		A, I, R
Ability to set high standards	X		A, I, R
Provide a role model for staff and pupils	X		A, I, R
Ability to deal sensitively with people and resolve conflicts	X		A, I, R
To be able to deploy staff & resources effectively	X		A, I, R
To promote the schools aims positively & use effective strategies to monitor motivation and moral	X		A, I, R
Develop good personal relationships with team	X		A, I, R
Establish & develop close relationships with parents, governors and the community	X		A, I, R
Te create a happy, challenging and effective learning environment	X		A, I, R
To be committed to raising the levels of achievement of children of all abilities	X		A, I, R
To be passionate about teaching and learning	X		A, I, R

To develop strategies for community links	X		A, I, R
To be able to contribute to specific curriculum area or areas	X		A, I, R
To be able to support, lead and mentor team	X		A, I, R
Other			
Open minded, self-evaluative & adaptable to new ideas	X		I, R
Able to enthuse & reflect upon experience	X		I, R
Willingness to be involved in the wider life of the school	X		I, R
Ability to prioritise	X		I, R
Good interpersonal and communication skill	X		I, R
Displays warmth, care and sensitivity in dealing with children	X		I, R