



PERSON SPECIFICATION FOR ROLE Primary Teacher

REQUIREMENT	ESSENTIAL	DESIRABLE
Qualifications and training	QTS	<ul style="list-style-type: none"> Additional training in positive behaviour management approaches/strategies
Experience	<ul style="list-style-type: none"> Teacher with experience of delivering KS2 National curriculum Experience of successful curriculum delivery at the highest standard Experience of the effective use of assessment and analysis of data in raising standards Experience of monitoring and evaluating data, informing actions for subject improvement 	<ul style="list-style-type: none"> SEMH teaching experience at good or better standard Experience of effective partnership working with other schools, parents and also interagency working
Professional knowledge and understanding	<ul style="list-style-type: none"> Knowledge of range of assessment processes Using data to set targets for improvement and intervention plans Knowledge and understanding of effective teaching and learning styles Knowledge of strategies to support specific SEN ... SEMH Knowledge of how to contribute to professional development of other staff Legal requirement on safeguarding and promotion of the well-being of children National Curriculum knowledge and ability to implement schemes creatively to engage 'hard to reach' learners Ability to teach other subjects at a reasonable level 	<ul style="list-style-type: none"> Awareness of latest Ofsted framework
Professional skills	<ul style="list-style-type: none"> Ability to support the strategic development of curriculum subject as/ if required Use of ICT as a tool for teaching, learning and administration Ability to formulate SMART targets for individuals across the curriculum Ability to teach English, reading and phonics to students with a wide range of abilities Ability to reflect on your practice and develop Ability to drive work independently and as part of a team. 	<ul style="list-style-type: none"> Team Teach training or other additional positive behaviour management tools

<i>(Professional skills cont.)</i>	<ul style="list-style-type: none"> • Assessment for learning and differentiation • An exemplary classroom practitioner • Positive behaviour management skills • Ability to create a positive culture of high expectation and challenge, and promoting emotional well-being of pupils • Excellent written/oral communication skills • Extensive knowledge of appropriate age range and special phase issues 	
Quality of application	<ul style="list-style-type: none"> • Good quality communication • Well thought out views • It should address the post requirements and be well presented 	
Reference	<ul style="list-style-type: none"> • Supportive references from employer 	
Disclosure of Criminal Record	<ul style="list-style-type: none"> • The successful candidates appointment will be subject the school obtaining satisfactory enhanced disclosure from DBS 	

Professional attributes:

- Reflective, creative practitioner, committed to CPD
- Ability to communicate effectively with pupils, parents, colleagues and other professionals, valuing their contributions, enabling pupil progress, achievement and well-being.
- Ability to establish fair, respectful, trusting, supportive and constructive relationships with pupils and staff
- Commitment to inclusion, equality and diversity
- The ability to initiate and manage change
- A willingness to transport pupils if required

Personal qualities:

- Passionate about enabling pupils to overcome challenges and experience success
- Emotional resilience and commitment to ensuring achievement and well-being of each individual pupil
- A sense of humour
- A solution focussed approach
- Flexibility, consistency, integrity
- An ambitious and diligent professional who can motivate and inspire learners
- The ability to deal sensitively with people and resolve conflict
- An unrelenting positive attitude
- Ability to manage time effectively
- Good health and attendance record