



Teacher Person Specification

	Essential	Desirable	Evidence
Training and Qualifications	<ul style="list-style-type: none"> Degree or equivalent with Qualified Teaching Status (unless looking to employ unqualified teacher) 		<ul style="list-style-type: none"> Application Form Certificates
Experience	<ul style="list-style-type: none"> Proven track record of good teaching which has led to high standards of pupils' learning Successful experience of working with parents/carers Experience of teaching in same phase of education (e.g. primary) Commitment to safeguarding issues and understanding of promoting the welfare of children 	<ul style="list-style-type: none"> Experience of working in same Key Stage Experience of working in more than one school (except for ECTs) Previous experience of working across classes Experience of leading a subject (except ECTs) 	<ul style="list-style-type: none"> Application Form Supporting letter of application
Knowledge and Understanding	<ul style="list-style-type: none"> Good knowledge and understanding of expectations for age range Good understanding of effective assessment procedures, recording and reporting Knowledge of statutory policies and procedures including safeguarding and child protection Knowledge of effective strategies to adapt and scaffold activities for all learners Good understanding on the way in which children develop and learn Knowledge and understanding of how to promote well being 	<ul style="list-style-type: none"> Knowledge of how data and target setting can raise standards Understand how to implement inclusive practices which demonstrate you can cater for all educational needs (including PPG) 	<ul style="list-style-type: none"> Supporting letter of application Interview Interview activity References

Skills	<ul style="list-style-type: none"> ● Ability to skilfully and effectively deploy support staff ● Ability to plan a series of lessons to ensure development and depth of key learning ● Good behaviour management strategies ● Good interpersonal and organisational skills ● Creative and imaginative thinking in order to identify opportunities and anticipate problems ● Good communication to a range of audiences ● Excellent time management, with the ability to meet deadlines. 	<ul style="list-style-type: none"> ● Proven skills in effective subject leadership 	<ul style="list-style-type: none"> ● Interview ● Interview activity ● References
Personal Attributes	<ul style="list-style-type: none"> ● Personal and professional commitment to the ethos and aims of the school ● Positivity and resilience ● Commitment to raising achievement, attainment and aspirations ● Determination to ensure the success of all ● Able to use initiative and solve problems ● Able to reflect on own practice and identify areas of development ● Calmness under pressure ● Flexibility, energy and enthusiasm ● Team player 		<ul style="list-style-type: none"> ● Interview ● Interview activity ● References