

**OVER PRIMARY SCHOOL**

**PERSON SPECIFICATION: Teacher Main Pay Range**

CRITERIA	ESSENTIAL QUALITIES	DESIRABLE QUALITIES	EVIDENCE SOURCES
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continuous professional development and commitment to further professional development</li> <li>• Prevent and Safeguarding training</li> </ul>	Application Form
<b>Experience</b>	<ul style="list-style-type: none"> <li>• A consistently effective teacher, with a proven track record</li> <li>• Experience of working with children with SEND in a whole class setting</li> <li>• Experience of raising achievement through high expectations both for themselves and the children in their care</li> </ul>	<ul style="list-style-type: none"> <li>• Extensive experience in a particular year group</li> <li>• Experience of Key Stage 1 and 2 teaching</li> <li>• Experience of a therapeutic approach to behaviour management [e.g. Cambridge Therapeutic Thinking, previously STEPS]</li> <li>• Experience of using CUSP Reading, Science, DT, Art, History and/or Geography curriculums</li> <li>• Experience of using the Cambridgeshire English Team's 'Routes to Writing' long term planning</li> <li>• Experience of leading a subject</li> </ul>	Application Form Letter of Application References Interview

<b>Skills</b>	<ul style="list-style-type: none"> <li>• The teacher will be able to demonstrate they meet the national standards for teachers</li> <li>• To have excellent classroom management skills and be able to follow the school's positive behaviour policy to effectively develop excellent learning behaviours</li> <li>• Ability to adapt teaching to meet the needs of all pupils'</li> <li>• Development of an inclusive classroom environment</li> <li>• Excellent organizational and record keeping skills</li> <li>• Effective communication skills – written and verbal to pupils, colleagues and parents</li> <li>• Ability to use ICT effectively in teaching, assessment and administration</li> <li>• Ability to build effective working relationships with pupils and peers</li> <li>• Evidence of working collaboratively within a team</li> </ul>	<ul style="list-style-type: none"> <li>• Managing the performance of support staff in their classroom</li> <li>• Middle leadership skills e.g. through subject leadership</li> <li>• Use of Insight, or similar, assessment tool</li> <li>• Use of MyConcern</li> </ul>	<p>Application Form  Letter of Application  References  Interview  Teaching Task</p>
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<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Sound knowledge of the National Curriculum and current developments</li> <li>• Knowledge of a range of high quality, evidence-based teaching and learning strategies, including cognitive science to shape the learning journey, and adapting practice to provide for the individual needs of all children</li> <li>• Knowledge of effective behaviour management strategies</li> <li>• Knowledge and understanding of the monitoring, assessment and recording of pupil progress</li> <li>• Knowledge of guidance and requirements around safeguarding children</li> <li>• Knowledge and understanding of equal opportunities in school</li> </ul>	<ul style="list-style-type: none"> <li>• Particularly strong knowledge of the Key Stage 2 programmes of study</li> <li>• Knowledge of effective ways of working with parents and carers</li> <li>• Understand the roles and responsibilities of other agencies working with schools</li> <li>• Knowledge and understanding of the preparation and administration of statutory NC tests</li> <li>• Knowledge of EEF recommendations and how they look in practice</li> </ul>	<p>Application Form Letter of Application References Interview Teaching Task</p>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• A desire and passion to achieve the best possible outcomes for all pupils and promoting the ethos and values of the school</li> <li>• High expectations for children's attainment and progress</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Enthusiasm and energy</li> <li>• Positivity at all times</li> <li>• Self-reflection and evaluation</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality</li> </ul>	<ul style="list-style-type: none"> <li>• Sense of humour</li> <li>• A talent e.g. music, MfL</li> </ul>	<p>Letter of application References Interview Teaching Task</p>

*Note: this person specification was written in June 2024, combining the most up-to-date EPM model and various PS from current vacancies in Cambs*