

**Person Specification**

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| **Job Title: Teacher**  |
| **Responsible to: Headteacher**  |
| **Salary/Grade: MPS 1-6** |
| **Location/Address: Tame Valley Academy, Chillinghtome Road, Birmingham, B36 8QJ** |
| **Conditions of Employment:**  |

**ECMAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff; Newly Qualified Teacher’s and volunteers to share this commitment.**

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|  | **Essential** | **Desirable** | **How Identified** |
| **Education & Qualifications** | Educated to degree levelQualified to teacher status |  | **A** |
| **General Skills/ Experience** | Will have had some experience of teaching in a multicultural inner city environment through trainee placements or teaching experience. |  | **A/R** |
| **Specific Skills & Experience** | Must have a sound knowledge of the National Curriculum orders for all the subjects for both Key Stages.An understanding of curriculum and pedagogical issues relating to learning and teaching.Familiarity with KS1 and KS2 Standardised Attainment Tests.Understanding of and commitment to the Academy policies, in particular:Participation and implementation of the School Behaviour policyAwareness of Health & Safety implementation in the work placeImplementation of the school Equal Opportunities policy.Knowledge of effective strategies to include and meet the needs of all pupils in particular underachieving groups of pupils, pupils with EAL, SEN and Pupil Premium. |  | **I/A** |
| **Special Knowledge/ Skills** | A teacher with sound ICT knowledge and skills relating to the class teaching, able to demonstrate the effective use of ICT to enhance the learning and teaching.Must be able to plan lessons for all the pupils in a class, setting clear learning intentions and differentiated tasks.Must be able to keep records of pupil progress in line with school policy.Must be able to use assessment of pupils learning to inform future planning.Ability to plan and work collaboratively with colleagues.  |  | **I** |
| **Personal Qualities** | Must be willing and enjoy engaging parents in order to encourage their close involvement in the education of their children.A teacher with a flexible approach to work who enjoys being a good team member.Must have good communication skills both orally and in writing.Must be able to manage own work load effectively.Good interpersonal skills with the ability to enthuse and motivate others and develop effective partnerships.Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit.To practice equal opportunities in all aspects of the role and around the work place in line with policy. |  | **R/I** |
| **Interests and Motivation relevant to the job** | Have proper and professional regards for the ethos and practices of Tame Valley and maintain high standards of your own attendance and punctuality. |  | **R/I** |
| **Commitment** | To maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post. |  | **I** |

**A – Application form**

**I - Interview**

**R - Reference**

**Developed by: Headteacher – C Nock**

**Date of Issue: November 2020**