

**PERSON SPECIFICATION: Teacher**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Essential | Desirable | Assessment |
| **Qualifications and Training** | Qualified teacher status  Honours Degree | Middle Leadership | Application  form |
| **Experience** | * Evidence of commitment to further professional development * Successful experience of teaching * Evidence of providing excellent provision for all pupils and achieving high standards of pupil progress * Be a consistently good or outstanding teacher * An excellent understanding of using assessment data. * Willing to lead a subject across the whole school from EYFS - KS2 and be able to demonstrate the impact of their work * Participating in a team approach * Experience in, and understanding of Safeguarding procedures including child protection * Evidence of using the outcomes of the analysis of statutory tests to set targets and influence planning * Evidence of consistently good / outstanding teaching | Experience in more than one school  Evidence of using the outcomes of the analysis of statutory tests to set targets and influence planning | Application form Interview  Observation of teaching  Interview + references |
| **Leadership**  **Skills** | Skills   * Excellent teaching experience * Ability to work cooperatively as a member of a team, and in different partnerships * Proven ability to implement strategies for raising pupil outcomes * Have a thorough working knowledge of the National Curriculum from EYFS through to KS1 and KS2 and have evidence of how you have achieved exceptional outcomes with the children you teach * Analyse and use data effectively * Create a positive team spirit, delegating and negotiating with sensitivity * Be able to motivate, nurture and challenge children and adults to achieve their best |  | Application form  Interview + references  Interview / task |
| **Professional Ethos and Commitment** | * Have a strong commitment to raising achievement * High self-expectation * Commitment to Home-School partnerships * Ability to meet deadlines * High expectations on pupil behaviour * Able and willing to hold staff to account | A willingness to develop middle leadership skills. | Interview  Application form |
| **Personal Characteristics** | * Ability to think clearly * Be a positive character * Be passionate about the education of children * Able to exercise confidentiality * A willingness to learn |  | In tray exercise task as part of interview task |