

**PERSON SPECIFICATION: Teacher**

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|  | Essential | Desirable | Assessment |
| **Qualifications and Training** | Qualified teacher statusHonours 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 schoolEvidence of using the outcomes of the analysis of statutory tests to set targets and influence planning | Application form InterviewObservation of teachingInterview + 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 formInterview + 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. | InterviewApplication 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 |