

The successful applicant to this post will have a key role as part of the staff team in the teaching and learning of general and specialist subjects (if applicable) at KS2 (Y5 & Y6) and KS3 (Y7 & Y8) and will be expected to work closely with staff and appropriate Curriculum Directors. The person appointed must be an outstanding practitioner and be able to fulfil the duties and responsibilities set out in this person specification and attached job specification.

Attributes  Tested by Application Form (AF) and Interview (I)	Essential	Desirable
<b>Qualifications and general experience</b>	A degree or equivalent. (AF) Qualified teacher status. (AF) Experience of effective working as part of a team. (AF/I)	Relevant further professional qualifications. (AF) Teaching experience at KS2 and KS3. (AF) Experience of working in 9-13 Middle School. (AF/I)
<b>Professional and specialist knowledge and experience</b>	Clear understanding and the ability to embrace the roles and responsibilities of a teacher. (AF/I)  Understanding of current educational legislation and developments at KS2 and KS3 and their impact on schools. (AF/I)  Knowledge of National Curriculum requirements in terms of planning assessment, recording and reporting. (AF/I)  Specialist knowledge in one or more areas of the curriculum. (AF/I)  Understand the need to set high expectations and the ability to inspire, motivate and challenge students of all abilities in order to ensure good attainment and progress. (AF/I)  Understanding of the need to make accurate assessment judgements and to use assessment data to inform future learning needs. (AF/I)	Practical knowledge and experience in the roles and responsibilities as a teacher. (AF/I)  Further professional development. (AF/I)
<b>Professional skills</b>	Outstanding teaching and classroom management ability including effective methods and use of discipline. (AF/I)  Commitment to a positive school ethos and high achievement. (I)  Ability to empathise with pupils across the whole age range and to provide them with encouragement, help and support academically and personally. (I)  An ability to work effectively within teams. (AF/I)  Ability to communicate in oral and written form with a variety of people and audiences. (AF/I)  To respond positively and proactively to challenge and change. (I)  A excellent knowledge, understanding and commitment to using ICT to enhance teaching and learning. (AF/I)	A competent user of Information Technology. (AF/I)  Pastoral skills (AF/I)

<b>Professional philosophy and commitment</b>	<p>Understanding of Middle School philosophy and ethos. (AF/I)</p> <p>Commitment to equal opportunities and to meeting the needs of all students at all ability levels. (AF/I)</p> <p>Knowledge of safeguarding and e-safety issues. (AF/I)</p> <p>An understanding of the important partnership between home and school. (AF/I)</p> <p>Commitment to teams and a team management approach. (AF/I)</p> <p>High expectations and a commitment to high achievement for all. (AF/I)</p> <p>High personal and professional standards. (AF/I)</p> <p>Commitment to a process of continuous improvement, self-evaluation and quality assurance. (AF/I)</p>	<p>Experience of promoting home school and other partnerships. (AF/I)</p> <p>Involvement in whole school improvement. (AF/I)</p>
<b>Personal qualities</b>	<p>Excellent interpersonal skills. (AF/I)</p> <p>The ability to be reflective and self critical. (I)</p> <p>Creativity combined with attention to detail. (AF/I)</p> <p>The ability to establish good and productive relationships with a wide range of people including students, parents, colleagues governors and people outside the school. (AF/I)</p> <p>Coolness under pressure. (I)</p> <p>Sense of perspective. (I)</p>	<p>Evidence of enthusiasm; flexibility; effective networking and other qualities as required (AF/I)</p>