

Teacher **Personnel specification**

Key:

App- application form

Ref- Reference

SP- Selection process. This could include a range of exercise, including an interview

Knowledge, experience and skills		
	Essential/ Desirable	How identified
Experience	E/D	App/Ref/Sp
Ability of raising attainment of all pupils	E	App/SP
Ability to reflect on practice and improve teaching methods to increase pupil's achievements	E	App/SP
Ability to continually improve teaching and learning through schemes of work, assessment and extra curriculum activities etc	E	App/SP
Knowledge		
Up to date knowledge in the primary curriculum	E	App/SP
Ability to use strategies needed to establish consistently high aspirations and standards of results and behaviour	E	App/SP/Ref
Skills		
Able to play a full and active role in a team	E	App/SP/Ref
Clear understanding of expectations, accountabilities and consistency	E	App/SP/Ref
Aligned with the Trusts values	E	App/SP
Motivated to continually improve standards and achieve excellence	E	App/SP
Commitment to the safeguarding and welfare of all pupils	E	App/SP/Ref
Excellent classroom practitioner	E	App/SP
Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward	E	App/SP
Excellent communication, planning and organisational skills	E	App/SP/Ref
Fulfil wider professional responsibilities		
Understand when and how to seek advice and support.	E	App/SP
Able to develop and maintain good relationships with staff, parents, pupils, governors and the community	E	App/SP/Ref
Committed to own development as a professional.	E	App/SP
Able to reflect on own practice and identify areas for improvement	E	App/SP
Qualifications and training		
Qualified Teacher Status or other educational qualification	E	App
Qualified to degree level and above	E	App
Evidence of further professional development.	D	App/SP
Personal qualities and attributes		
Moral purpose (Equality, children and adults treated with respect)	E	SP
Excellent communicator (Listening, putting a message across)	E	SP
Child centred	E	SP
Resilient	E	SP
Integrity	E	SP
Self motivated and able to motivate others	E	SP
Enjoys challenge	E	SP
Works to deadlines	E	SP
Enthusiastic and optimistic		SP