

St Mary's CofE Primary School: Person Specification (Class Teacher/English Subject Leader/Phase Leader)

This person specification is related to the requirements of the post as determined by the job description. Short-listing is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.

Professional Qualifications

- 1 Qualified Teacher status.
- 2 First Degree or equivalent.
- 3 Evidence of further professional development.

Knowledge and Understanding

- 4 Primary teaching experience, preferably across the age range and/or in key year group(s).
- 5 Excellent classroom practitioner.
- 6 A strong commitment to inclusion with high expectations for all learners.
- 7 Able to talk about characteristics of effective primary teaching and learning strategies used to raise pupil attainment and achievement.
- 8 Good understanding and use of assessment, including target setting and tracking.
- 9 Understanding of effective techniques and policies for behaviour management.
- 10 A clear understanding of the requirements of the 2014 National Curriculum for English.
- 11 A good understanding of the requirements of transition between key stages.

Leadership and Management

- 12 A good understanding of whole school issues.
- 13 The ability to set high and clear expectations, to hold others accountable for performance and the contributions they make to the school community.
- 14 Ability to set and meet challenging targets, for pupils and the school, and to enable others to do this.
- 15 Ability to analyse, prioritise and meet deadlines.
- 16 Experience of conducting staff induction and mentoring.
- 17 Experience of subject self-review and evaluation.
- 18 Knowledge of the role of Governors.
- 19 Able to demonstrate leadership qualities and effective people management skills.
- 20 Able to motivate, promote good relationships and effectively communicate with all stakeholders.
- 21 Experience of having led successful whole school initiatives.
- 22 Commitment to supporting community/external agencies involvement in school.
- 23 Commitment to safeguarding and promoting the welfare of children.

Personal Qualities

- 24 Creative, enthusiastic and proactive, keen to embrace new ideas and challenges.
- 25 Approachable, caring and empathetic.
- 26 Works well as part of a team.
- 27 Flexible, listens and is prepared to seek advice and support.
- 28 Demonstrates a concern for the pastoral and spiritual welfare of all in the school, embracing the school's Christian ethos.