

PERSON SPECIFICATION

SCHOOL: Flying High Academy Ladybrook
POST: KS1 Class Teacher and Early Reading Lead
DATE: September 2021 appointment

CATEGORY/ITEM	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications			
1. Qualified Teacher Status	√		A
2. Academic qualifications to prove an excellent level of numeracy and literacy	√		A
Experience, Education and Training			
3. Teaching practice or experience within the Primary sector	√		A
4. Evidence of participation in professional development		√	A/I
Knowledge and understanding			
5. Knowledge and understanding of the National Curriculum and Assessment procedures	√		A/I
6. Have excellent subject knowledge and a willingness to develop any personal gaps in knowledge	√		A/I
7. An appreciation of what constitutes quality teaching and learning	√		A/I
8. A comprehensive knowledge of safeguarding procedures within a school setting	√		I
9. Ability to confidently identify specific needs of children and plan learning that challenges them at their level	√		A/I
10. Have a good working knowledge of Assessment for Learning and evidence of this being used to good effect		√	A/I
Skills/Aptitudes			
11. The ability to communicate clearly	√		I
12. The ability to work under own initiative and as part of a team	√		A/I
13. Actively listen	√		I
14. The ability to organise and plan effectively; both independently and as part of a team	√		A/I
15. To be able to receive and give feedback		√	A/I
16. Confident in the use of ICT	√		A/I
17. Ability to interpret and analyse data in order to identify gaps and plan accordingly to close them		√	A/I
Personal Attributes			
18. Be supportive of children and adults and sensitive to their needs	√		A/I
19. Enthusiastic and able to motivate children	√		A/I
20. Able to work under pressure and remain calm and patient	√		I
21. The ability to manage a demanding workload and meet deadlines set	√		I
22. Self-motivated and confident	√		A/I
23. Evidence of good positive relationships with children, staff and parents	√		A/I

24. A willingness to keep abreast of current developments in education	√		A/I
25. An interest in being involved in whole school events beyond the classroom		√	A/I
Specific requirements			
26. Knowledge of Child Protection and safeguarding procedures	√		A
27. An awareness of the importance of creating a stimulating and purposeful classroom environment		√	I
28. To demonstrate effective classroom management and organisation	√		A/I
29. Have high expectations of all children	√		A/I
30. To have had previous experience of coordinating a subject	√		A/I

CATEGORY/ITEM	ESSENTIAL	DESIRABLE	EVIDENCE
Early Reading Lead			
1. EYFS or KS1 teaching experience of early reading and phonics	√		A
2. An ability to lead teachers and TAs in the teaching of early reading and phonics (or a willingness to learn)	√		A/I
3. A willingness to work in partnership with an English Hub Literacy Specialist, whilst being fully supportive of the English Hub programme	√		A/I
4. Confidence to support teachers and TAs in implementing actions for improvement whilst holding them to account for progress	√		A/I
5. An ability to collate and analyse data for strengths and areas for development, resulting in action planning for improvement	√		A/I
6. Be an excellent role model in the teaching of early reading and phonics, for others to learn from	√		A/I

Evidence = Application (A) or Interview (I)

Essential Requirement (E) – without which the candidate would be unable to carry out the duties of the post.

Desirable Features (D) – which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience etc.

