

**Personnel Specification**

Job Title: Key Stage 2 Teacher Post Ref: CCA/KS2/MAR24

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| --- | --- | --- |
| Knowledge, experience and skills |  |  |
|  | **Essential (E) or Desirable (D)** | **How identified** |
| Experience |  |  |
| Recent experience of teaching in Key Stage 2 | E | APP/SP/Ref |
| Recent experience of teaching in Upper Key Stage 2 | D | APP/SP/Ref |
| Ability to and evidence of raising attainment of all pupils | E | APP/SP/Ref |
| Ability to reflect on practice and improve teaching methods to increase pupils achievements | E | APP/SP/Ref |
| Ability to continually improve teaching and learning through schemes of work, assessment and extra-curricular activities etc. | E | APP/SP/Ref |
| Knowledge |  |  |
| Up to date secure knowledge of all primary curriculum areas | E | APP/SP |
| Clear understanding of the teaching of reading and writing, including the KS2 grammar rules and of year expectations | E | APP/SP |
| Knowledge and understanding of ‘Talk for Writing’ approaches to teaching writing. | D | APP/SP |
| Clear understanding of the teaching of mathematics and end of year expectations. | E | APP/SP |
| Ability to use strategies needed to establish consistently high aspirations and standards of results and behaviours | E | APP/SP |
| 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 |
| Aligned with the Trust values | E | APP/SP |
| Motivated to continually improve standards and achieve excellence | E | APP/SP/Ref |
| Commitment to safeguarding and welfare of all pupils | E | APP/SP/Ref |
| Excellent classroom practitioner | E | APP/SP/Ref |
| Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward | E | APP/SP/Ref |
| 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 wider community | E | APP/SP/Ref |
| Committed to own professional development | E | APP/SP |
| Able to reflect on own practice and identify areas for improvement | E | APP/SP/Ref |
| Qualifications and training |  |  |
| Qualified Teacher Status (Primary) or other educational qualification | E | APP/SP |
| Qualified to degree level or above | E | APP/SP |
| Evidence of further professional development | D | APP/SP |
| Personal qualities and attributes |  |  |
| Moral purpose (equality, children and adults treated with respect) | E | SP/Ref |
| Excellent communicator (listening, putting message across) | E | SP/Ref |
| Child centred | E | SP/Ref |
| Resilient | E | SP/Ref |
| Integrity | E | SP/Ref |
| Self-motivated and able to motivate others | E | SP/Ref |
| Enjoys challenge | E | SP/Ref |
| Works to deadlines | E | SP/Ref |
| Enthusiastic and optimistic | E | SP/Ref |

**Key APP – Application Form SP – Selection process Ref - Reference**