

Personal Specification Teacher

Responsible to: Headteacher

Purpose of the job: Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity and forge positive professional relationships; and work with parents in the best interests of their pupils. They ensure the safety of all pupils in the school environment.

Selection criteria – all are essential except those marked * which are desirable

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| Qualifications and experience | 1. Degree in the specialist subject |
| | 2. Have (or about to have) Qualified Teacher Status |
| | 3. Experience in one or more schools across the primary age and ability range* |
| | 4. Experience of teaching in the specified year group or age range* |
| | 5. Evidence of lesson observations that are at least good |
| | 6. Evidence of continuous INSET, and commitment to further professional development* |
| Professional knowledge and understanding | 1. Understand the core subject curriculum guidance, and principles & developments of the National Curriculum (and EVFS if appropriate to the role) |
| | 2. Knowledge of the theory and practice of providing effectively for the individual needs of all children |
| | 3. Knowledge of the monitoring, assessment, recording and reporting of pupils' progress |
| | 4. Understanding of what makes an outstanding teacher and a drive to achieve this |
| | 5. Knowledge of the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection |
| Abilities and skills | 1. Ability to promote the school's aims positively and follow the school's policies and procedures |
| | 2. Ability to inspire and motivate children |
| | 3. Ability to assess children, use AfL effectively and plan accordingly; differentiating work to meet each child's needs |
| | 4. Ability to promote disciplined behaviour throughout the class and school; and to have a positive approach to behaviour management |
| | 5. Ability to work effectively as a member of a team |
| | 6. Ability to use ICT to enhance children's learning as well as for planning, developing the curriculum and effective communication |
| | 7. Ability to communicate effectively, taking into account the views of others, including effective oral and written communication |
| | 8. Ability to organise work effectively, prioritising and managing time pressure to meet deadlines |
| | 9. Ability to promote the learning ethos of the school, supporting our vision for excellent education which develops happy, confident, successful and caring global citizens |
| | 10. Ability to ensure environments within the school are welcoming, inclusive and fully supportive of all children achieving their best |
| Personal qualities | 1. A commitment to inclusive education and a willingness to respond to the needs of all learners |
| | 2. Ambition, energy, enthusiasm, determination and drive to develop your role |
| | 3. Ability to deal sensitively with people |
| | 4. Show excellent time and management skills and analyse, prioritise and meet deadlines |
| | 5. Reliability, professionalism and integrity |
| | 6. Fun with a good sense of humour |

