Middlewich Primary School
Upper Pay Range Teacher
Personal Specification

Requirements	Essential	Desirable
Qualifications, Education and Training	• Qualified Teacher Status (QTS) • Strong academic record from GCSE onwards • Secure knowledge of the Teachers' Standards and how these translate into high-level practice • Evidence of sustained, high-quality teaching over time	• Evidence of sustained and impactful professional development • Study of a curriculum subject at degree level or beyond • Coaching or mentoring training (e.g., NPQLTD, instructional coaching courses)
Experience, knowledge, skills and expertise	• Consistently demonstrates highly effective teaching leading to strong pupil outcomes • Deep understanding of the National Curriculum and evidence-informed pedagogy • Proven ability to plan and teach carefully sequenced learning units • Highly effective assessment practice to inform responsive teaching • Strong behaviour management and ability to create purposeful, inclusive learning environments • Demonstrable impact on outcomes for disadvantaged and/or SEND pupils • Up-to-date knowledge of Keeping Children Safe in Education (KCSIE) • Evidence of leading improvements beyond own classroom • Contributes to staff development through coaching, mentoring or modelling	• Experience teaching across all primary key stages • Experience of leading specialist interventions or targeted support • Experience teaching early reading or early mathematics to mastery level • Experience leading whole-school areas such as curriculum or assessment • Experience delivering CPD or leading professional learning communities
Personal qualities and attributes	• Highly effective written and verbal communication • Strong team player able to build positive relationships with pupils, staff, parents and governors • Acts as a role model of professionalism, resilience and high expectations • Reflective practitioner committed to continuous professional improvement • Demonstrates enthusiasm, integrity and a child-centred approach • Ability to manage workload effectively and model best practice	• Experience building community links • Active contribution to PTFA or similar organisations • Involvement in outreach or partnership projects