

Person Specification
PPA and Subject Lead

	Essential	Where Identified	Desirable
Qualifications			
Educated to degree level	√	A	
Qualified teacher status either in the UK or if not in own country combined with a desire to achieve English QTS	√	A	
Experience			
Must have taught in the Key Stage 1 and/or Key Stage 2	√	A	
Will have had experience of teaching in a multicultural inner city environment	√	A	
Professional Knowledge and Understanding			
Must understand the expectations in the new Ofsted Framework regarding effective learning and teaching	√	I	
A sound knowledge and understanding of the National Curriculum	√	I	
Ability to support fellow teachers in developing the specific subject curriculum and to support developments in teaching and learning	√		
An excellent understanding of curriculum and pedagogical issues relating to learning and teaching.	√	I	
Understanding of current good practice in learning and development	√	I	
Understanding of the interrelated developmental, learning and cultural needs of young children and the implications for good practice in care and education	√	I	
Good understanding of Statutory and Non-Statutory testing across the primary phase.	√	I	

Understanding of and commitment to the school policies, in particular: • Participation and implementation of the School Behaviour Policy • Awareness of Health and Safety implementation in the workplace • Implementation of the school Equal Opportunities Policy	√	I	
Must understand the contribution of EMAG work in a primary school and what constitutes good practice and support for bilingual learners.	√	I	
Knowledge of effective strategies to include, and meet the needs of, all pupils in particular underachieving groups of pupils, pupils with EAL and SEN.	√	A	
Familiarity with writing and delivering effective Individual Education Plans for pupils with SEN.	√	I	
Professional Skills and Abilities			
A good/outstanding classroom practitioner willing and able to teach any class in Key Stage 1 or 2 as deemed necessary.	√	A	
A teacher with good ICT knowledge and skills relating to the class teaching, able to demonstrate the effective use of ICT to enhance the learning and teaching.	√	A, O	
Able to observe and interpret children's behaviour, identify learning needs and employ a range of teaching styles to ensure progress	√	O	
Able to plan, organise and resource a stimulating learning environment for individual children and groups of children and deliver, evaluate and assess learning	√	O	
Must be able to keep records of pupil progress in line with school policy	√	I	
Must be able to use assessments of pupils learning to inform future planning	√	I	
Ability to plan and work collaboratively with colleagues	√	I	

Personal Qualities			
Must be willing and enjoy engaging parents in order to encourage their close involvement in the education of their children	√	I	
A teacher with a flexible approach to work who enjoys being a good team member	√	I	
Must have good communication skills both orally and in writing	√	A, T, I	
Must be able to manage own workload effectively and respond swiftly to tight deadlines	√	A	
Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships	√	A	
Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	√	A	
Willingness to, and ability to, contribute to whole school INSET	√	A	
Openness and willingness to address and discuss relevant issues, allied with an ability to inspire and challenge others	√	A	
To practice equal opportunities in all aspects of the role and around the workplace in line with policy	√	A, I	
To maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post	√	A	

A = Application I = Interview O = Observation T = Test