

PERSON SPECIFICATION

Theme	Essential	Desirable	Method of assessment
Education and Training	<ul style="list-style-type: none"> • Qualified teacher status • Evidence of being an effective primary school classroom practitioner based on recent experience • Evidence of a commitment to take part in an on-going programme of Professional Development 	<ul style="list-style-type: none"> • Degree Qualification • Evidence of knowledge/understanding of wider educational developments 	<ul style="list-style-type: none"> • Application/Personal Statement • Interview Questioning • References
Experience	<ul style="list-style-type: none"> • Recent and relevant experience of working with a wide range of abilities. • Evidence of recent and relevant experience of working in Key Stage 2 	<ul style="list-style-type: none"> • Experience of preparing children for end of year statutory tests. • Evidence and understanding of leading and managing a subject • Have experience in taking children on offsite visits and/ or residential experiences 	<ul style="list-style-type: none"> • Application/Personal Statement • Interview Questioning • Reference
Learning and Teaching	<ul style="list-style-type: none"> • Ability to recognise the teaching and learning needs of groups and individuals and adapt learning environments/curriculum accordingly • Ability to motivate children to give their best and work collaboratively • An outstanding and enthusiastic classroom practitioner aspiring to high standards of achievement • Effective and thorough planning, assessing, monitoring of weekly and daily curriculum • Ability to create a positive, orderly Learning Environment 	<ul style="list-style-type: none"> • An understanding of the standards for Subject Leaders • Ability to support the Extra-curricular programme 	<ul style="list-style-type: none"> • Application/Personal Statement • Interview Questioning • Reference • Lesson Observation
Qualities and Skills	<ul style="list-style-type: none"> • Excellent organisational skills and flexibility • Enthusiastic and positive • Excellent communication and interpersonal skills • Creative • Sensitivity and empathy • Confidence • Resilience • Team work skills/collaborative skills • High expectations • Ability to use ICT for Learning and Leading • Ability to prioritise and meet deadlines • Self-aware and self-reflective • Ambitions for further leadership experience • Ability to create a good work /life balance 		<ul style="list-style-type: none"> • Application/Personal Statement • Interview Questioning • Reference • Lesson Observation
Educational Values	<ul style="list-style-type: none"> • Evidence of building positive relationships with children • Commitment to and understanding of Inclusive Education and Schools. • Evidence of the need to consider equal opportunities and individual needs in the classroom • Commitment to partnership with parents and carers and the wider community • Evidence of a strong commitment to safeguard children and young people • Ability to empathise with children and their needs. • Evidence of contribution to the wider life of school and the community in which it exists. 		<ul style="list-style-type: none"> • Application/Personal Statement • Interview Questioning • Reference

WESTACRE



MIDDLE SCHOOL