

PERSON SPECIFICATION – Primary Teacher (Key Stage 2)

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications and Training	Essential or Desirable	Evidence
<ul style="list-style-type: none"> Qualified Teaching Status 	E	Application
<ul style="list-style-type: none"> Degree 	E	
<ul style="list-style-type: none"> Successful completion of NQT period (by July 2021) 	E	
<ul style="list-style-type: none"> Evidence of further training 	D	
Knowledge & Experience	Essential or Desirable	Evidence
<ul style="list-style-type: none"> Primary teaching experience across at least 2 different phases 	D	Application/ Lesson observation/ references
<ul style="list-style-type: none"> Primary teaching experience in Key Stage 1 or Key Stage 2 	E	
<ul style="list-style-type: none"> At least 1 years' teaching experience in primary schools 	E	
<ul style="list-style-type: none"> A record of consistently effective and successful teaching and classroom practice 	E	
<ul style="list-style-type: none"> Good knowledge of the structure and content of the Primary Curriculum 	E	
<ul style="list-style-type: none"> Good knowledge of phonics teaching 	E	
<ul style="list-style-type: none"> Understanding of how children learn best 	E	
<ul style="list-style-type: none"> A strong commitment to inclusion and high expectations of all learners 	E	
<ul style="list-style-type: none"> Provision of a structured, ordered learning environment to aid pupil attainment, progress and independence 	E	
<ul style="list-style-type: none"> Ability to effectively use assessment to improve own practice and raise standards 	E	
<ul style="list-style-type: none"> Knowledge of intervention strategies and how they can be effectively used to improve outcomes for pupils 	E	
<ul style="list-style-type: none"> Experience of planning for pupils with SEND or additional needs and the issues which may relate to this 	E	
<ul style="list-style-type: none"> Experience of assessment used to improve the outcomes of all learners 	E	
<ul style="list-style-type: none"> Ability to offer a high-quality remote learning experience 	D	
Professional development	Essential or Desirable	Evidence
<ul style="list-style-type: none"> Read, Write Inc phonics trained 	D	Application
<ul style="list-style-type: none"> Primary Writing Project trained 	D	

• Willingness to take on a subject leadership role	E	
• Willingness to work towards professional/other qualifications	D	
Skills	Essential or Desirable	Evidence
• Passionate about self-improvement	E	Lesson observation/ Interview/ reference
• Ability to quickly establish professional relationships and take an active role within a team	E	
• Ability to effectively prioritise workload and meet deadlines	E	
• Ability to communicate effectively in a variety of situations and with a variety of stakeholders including tact and diplomacy	E	
• Ability to act under own initiative and make evidence-based decisions	E	
• Work effectively as a mentor, when required	E	
• Ability and willingness to contribute to whole school and Trust-wide activities	E	
Special Knowledge	Essential or Desirable	Evidence
• Experience of designing, implementing and assessing remote learning	E	Application
Personal attributes	Essential or Desirable	Evidence
• Excellent interpersonal and communication skills with all stakeholders	E	Application/ Interview/ reference
• Resilience when working with competing demands	E	
• Enthusiasm and flexibility	E	
• Self-assurance	E	
• Self-organisation	E	
• Ability to work independently	E	
• Sensitivity whilst working with others	E	
• Ability to be reflective and act upon construct advice	E	
Equal Opportunities	Essential or Desirable	Evidence
• Candidates should indicate an acceptance of, and a commitment to, the principles of the Academy's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	E	Application
• Commitment to equal opportunities policies relating to gender, race and disability in an applicable) educational context	E	
Safeguarding	Essential or Desirable	Evidence
• Commitment to the protection and safeguarding of children and young people	E	Application/ reference
• Has up to date knowledge and training of current legislation and guidance in relation to working with young people	D	