**MANORBROOK PRIMARY SCHOOL**



***Aiming for Excellence***

**Teacher Person Specification**

The list below is a summary of the essential skills, knowledge, aptitudes and experience that we are looking for in a candidate. Newly-qualified teachers who have not yet gained substantial independent professional classroom experience can still demonstrate an understanding and awareness of these expectations in interview and through the application form, and should think about how they can evidence them through their experiences as a trainee teacher.

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| QUALIFICATIONS | Good honours degree level; Qualified Teacher Status |
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| EXPERIENCE | Evidence of consistently delivering effective, high-quality teaching |
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| EXPERIENCE  KNOWLEDGE  AND UNDERSTANDING | Recent Key Stage 1 teaching experience (either with your own class or as a student teacher) |
| A good understanding of inclusion |
| Evidence of raising pupil outcomes through planning, intervention and support |
| A proven record of using assessment to inform and adapt planning and teaching |
| Experience of promoting positive behaviour, conducive to effective learning |
| An understanding of how children learn and of what constitutes effective teaching and learning |
| A good understanding of what constitutes quality and high standards in learning and teaching |
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| KNOWLEDGE  AND UNDERSTANDING  COMMUNICATION | A good understanding of, and total commitment to, safeguarding |
| An appreciation of the benefits of working in collaboration with families and the wider community for the good of the children |
| The ability to communicate excellently in verbal and written forms |
| The ability to develop good professional relationships within a team, making an effective contribution to the team’s collective endeavours to support the school and the pupils |
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| COMMUNICATION  JOB RELATED SKILLS AND APTITUDES | A proven ability (and commitment) to work successfully with parents and the wider community |
| The ability to create a contented and challenging learning environment in which to motivate and inspire pupils |
| The ability to target support and intervention, matched to the needs of pupils |
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| JOB RELATED SKILLS AND APTITUDES  PERSONAL QUALITIES | Successful experience of meeting the needs of all pupils, including the most able, those in receipt of Pupil Premium and those with SEN and EAL |
| Active engagement in wider school life |
| The ability to demonstrate and articulate high expectations and set stretching targets |
| The ability to plan and use time effectively and organise oneself well |
| High levels of enthusiasm and the ability to inspire children and make learning fun |
| A flexible approach, adaptable to changing circumstances and new ideas |
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| PERSONAL QUALITIES | A commitment to professional reflection and ongoing professional development, including an understanding of the importance of seeking help and advice when necessary to refine practice |
| The ability to motivate and work with others to create a shared culture and positive climate in order to achieve excellence |
| Excellent written, verbal and IT communication skills |
| Honesty, integrity and a clear sense of moral purpose |
| A passion and drive for getting the best outcomes for all pupils |
| The ability to work well under pressure and prioritise effectively |
| Resilience, optimism with energy and a positive attitude with the ability to remain calm |
| Kindness, resourcefulness and a good sense of humour are always appreciated too! |