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**Personal Specification**

**Teacher May 2025**

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| **Essential** | **Desirable** |
| **Qualifications**   * Qualified teacher status * Evidence of continued professional development | * Award bearing training relevant to teaching (e.g. Masters degree, Maths Specialist, NPQ) |
| **Experience**   * Proven successful practice in a primary classroom * Relevant and recent experience in a primary classroom * Working in partnership with the wider community | * Impact of engagement with research of current educational issues * Teaching experience across the primary phase |
| **Knowledge and understanding**   * An evidenced commitment to safeguarding, with recent training * Up to date knowledge of the primary curriculum and knowledge progression * Planning and delivery of a broad curriculum * Effective strategies for providing pupils with meaningful feedback * Accurate and impactful monitoring and assessment to ensure progress of all pupils * Equal opportunities and working with each pupil (including SEND) to ensure individual success * Creating an inspiring and challenging learning environment | * Understanding and experience of statutory assessments * Training in and experience of Read, Write Inc * Delivering a curriculum rooted in the community * Delivering effective small group and/or 1:1 intervention |
| **Skills**   * Establishing and maintaining positive relationships with all stakeholders * Good ICT skills to aid effective teaching * Positive behaviour management strategies based on the development of secure relationships * Supportive of the school’s vision for education | * Subject leadership * Establish strong community links * Knowledge of what it means to be Trauma Informed. |
| **Personal characteristics**   * Effective working as part of a team * Drive and enthusiasm for teaching * Insistence on high standards for yourself and your pupils * Excellent communication skills with a variety of audiences. * Empathetic and understanding of the social/emotional needs of pupils. * Caring, kind and patient |  |