



**Eskdale Junior  
Person Specification  
Standard Scale Teacher**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Enhanced CRB disclosure (completed on appointment)</li> <li>• Proven suitability to work with children and young people</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of INSET and a commitment to further CPD</li> </ul>
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• Have detailed knowledge of the relevant aspects of the National Curriculum and other statutory requirements.</li> <li>• Be able to cope securely with subject-related questions which pupils raise and know about pupils' common misconceptions and mistakes.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate knowledge and understanding and take account of wider curriculum developments, which are relevant to your work</li> </ul>
<b>Planning and setting expectations</b>	<ul style="list-style-type: none"> <li>• Be able to identify clear learning objectives, content, lesson structures and sequences according to the subject matter and the pupils being taught.</li> <li>• Be able to plan for pupils' learning, building on prior attainment.</li> <li>• Have experience of working with children with a range of special educational needs and be able to provide positive and targeted support.</li> <li>• Be able to maintain effective records</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate consistent and effective planning of lessons and sequences of lessons to meet pupils' learning needs.</li> <li>• Demonstrate consistent and effective use of information about prior attainment to gain well-grounded expectations for pupils.</li> </ul>
<b>Teaching and managing pupil learning</b>	<ul style="list-style-type: none"> <li>• Be able to ensure effective teaching of whole class, groups and individuals so that teaching objectives are met.</li> <li>• Set high expectations for pupil behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.</li> <li>• Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate consistent and effective use of a range of appropriate strategies for teaching and classroom management.</li> <li>• Have experience of strategies that are specifically designed to allow pupils to know more and remember more</li> </ul>

<b>Assessment and evaluation</b>	<ul style="list-style-type: none"> <li>• Be able to assess how well learning objectives have been achieved and use this assessment for future teaching.</li> <li>• Mark and monitor pupils' class and homework providing constructive oral and written feedback and identify next steps.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of national assessment at KS2</li> </ul>
<b>Pupil achievement</b>	<ul style="list-style-type: none"> <li>• Be able to secure progress through designed intervention</li> </ul>	<ul style="list-style-type: none"> <li>• Be able to demonstrate that, as a result of teaching, pupils achieve well relative to pupils' prior attainment, making progress as good as or better than similar pupils nationally.</li> </ul>
<b>Relations with parents and wider community</b>	<ul style="list-style-type: none"> <li>• Prepare and present informative reports to parents</li> <li>• Understand the need to liaise with outside agencies responsible for pupil welfare</li> <li>• Communicate effectively with parents and carers</li> </ul>	
<b>Managing own performance and professional development</b>	<ul style="list-style-type: none"> <li>• Demonstrate responsibility for your own professional development and to keep up-to-date with research and developments in pedagogy and in the subjects taught.</li> <li>• Have an understanding of your professional responsibilities in relation to school policies and practices.</li> <li>• Set a good example to the pupils you teach in terms of your presentation and personal conduct.</li> <li>• Be able to evaluate your own teaching critically and use this to improve effectiveness</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate responsibility for your own professional development and use the outcomes to improve teaching and children's learning.</li> <li>• Be motivated to engage in the fuller aspects of school life</li> <li>• To create and deliver further opportunities to enrich the children experience</li> </ul>
<b>Managing and developing staff and other adults</b>	<ul style="list-style-type: none"> <li>• Establish effective working relationships with professional colleagues including your class share partner, support staff &amp; parents</li> </ul>	<ul style="list-style-type: none"> <li>• Lead a subject area throughout school.</li> </ul>

<b>Strategic leadership</b>	<ul style="list-style-type: none"> <li>• Contribute as part of a collaborative staff team towards a shared vision</li> <li>• Demonstrate that you are an effective professional who challenges and supports all pupils to do their best.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate an active contribution to the policies and aspirations of the school</li> </ul>
<b>Skills</b>	<p>The teacher will be able to:</p> <ul style="list-style-type: none"> <li>• Communicate effectively (both orally and in writing) to a variety of audiences</li> <li>• Promote a subject/aspect area effectively within the school</li> <li>• Promote the school's aims positively, and use strategies to monitor motivation and morale</li> <li>• Take a positive attitude to behaviour management</li> <li>• Use IT with confidence</li> </ul>	<ul style="list-style-type: none"> <li>• Show evidence of good interpersonal skills as a team member, and in handling sensitive situations in a wider context</li> <li>• Motivate others to achieve their best and enhance their self- esteem</li> <li>• Work with governors and/or parent groups</li> <li>• Have an understanding of creativity in planning for teaching and learning</li> </ul>
<b>Personal Characteristics</b>	<ul style="list-style-type: none"> <li>• Be an effective organiser who can get the most from resources through their development and deployment</li> <li>• Be a positive and individual with drive, integrity and independence</li> <li>• Be committed to inclusion and achievement</li> <li>• Have loyalty, integrity, consistency, flexibility, perceptiveness and be a good professional role model</li> </ul>	<ul style="list-style-type: none"> <li>• Be a diligent professional who can motivate and inspire others, including teachers, parents and governors</li> <li>• Have a sense of humour</li> <li>• Be increasingly aware of own well being and how to manage the expectations of the job</li> </ul>