



**Success Academy Trust**

**Richmond Primary School Person Specification Main Scale Teacher:**

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|  | **Essential** | **Desirable** |
| Qualification | * Qualified teacher status or newly qualified | * Additional qualifications relevant to the post |
| Knowledge and Understanding | * Have detailed knowledge of the National Curriculum and related assessment arrangements | * Have knowledge of Philosophy for Children, particularly SAPERE training and experience |
| Planning | * To deliver an engaging and lively connected curriculum * Experience of planning within the primary age range * Be able to identify clear learning intentions and related success criteria * Be able to plan a sequence of lessons * Be able to differentiate learning * Be able to set clear targets for pupils learning, building on prior attainment * Have experience of planning for SEND and Higher Attaining children, as well as other groups as they arise, providing targeted support * Be able to implement Individual Plans and keep relevant records for children with SEND | * Ability to plan collaboratively * Ability to develop a bespoke curriculum to meet the needs and interests of the children * Experience of planning across the key stages |
| Teaching and Learning | * Meet the professional standards for teachers * Ability to implement the academies policies and practices * Be able to show evidence of good /outstanding teaching * Be able to demonstrate that teaching objectives have been met * Commitment to expecting high levels of attainment * Good organisational skills and ability to provide appropriate resources * Ability to teach to a range of learning styles * Set high expectations of behaviour, establishing and maintaining a good standard of discipline through well focused and paced lessons * Evidence of positive and productive relationships with pupils and parents * Use a range of teaching methods to engage and stimulate curiosity * Ability to make learning enjoyable * Successful use of IT to promote learning, including remotely * Willingness to take part in peer review to develop practice * Be able to evaluate and improve your teaching so that it increasingly impacts on children’s learning * Willingness to offer an extra-curricular activity | * Understanding of the theory and practice of nurture groups |
| Assessment For Learning | * Experience of assessing children’s learning against sets of criteria * Be able to mark children’s work effectively, in line with the Feedback, marking and Presentation Policy, providing developmental next steps for learning * Be able to promote self and peer assessment | * Knowledge and understanding of Target Tracker as a system for recording and analysing assessments |
| Pupil Achievement | * Be able to demonstrate that children have made good progress as a result of your teaching * Be able to secure progress towards pupil targets | * Be able to demonstrate that children make outstanding progress as a result of your teaching * Vulnerable children make outstanding progress and the gap is diminished |
| Relationship with parents and the wider community | * Ability to talk to and listen to parents/carers * Ability to communicate in written form to a range of parents/carers * Enthusiasm for attending and participating in events that involve the wider community e.g fayres, PTFA events | * Experience of working and liaising with external agencies |
| Relationships with colleagues | * Ability to communicate well with other members of staff * To adhere to the Code of Conduct * Willingness and ability to work as part of a team | * Experience of successfully working with a range of adults/teams throughout a key stage, including support staff * Experience of working with and implementing advice from SENDCo |
| Leadership | * Commitment to developing subject leader skills for subject leadership * Commitment to developing as a professional | * Strengths and expertise in specific curriculum area * Understanding of role of a subject leader or key stage leader |
| Personal Qualities | * Good attendance record * Creative * Hard working * Approachable * Friendly * Sense of humour * Willingness to learn and develop * Resilience * Flexible and adaptable |  |