

PERSON SPECIFICATION - TEACHER



ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications and Training	<ul style="list-style-type: none"> GCSE English, Maths and Science, A/AS Level Qualifications or equivalent Degree qualification with QTS or Postgraduate Teaching qualification 	<ul style="list-style-type: none"> Recent appropriate in-service training (relevant and significant)
Experience	<ul style="list-style-type: none"> Recent training or experience teaching in the relevant Key Stage Experience and appreciation of the educational and social needs of pupils from a range of backgrounds Having impact on pupil progress and attainment in the core subjects 	<ul style="list-style-type: none"> Experience of leading a curriculum area Recent involvement in implementation of proven research based educational initiatives, e.g. Growth Mindset
Skills and Abilities	<ul style="list-style-type: none"> Proficient ICT skills Effective communicator (with staff, parents/carers, governors and pupils) Ability to support and uphold Christian ethos and values of the school High expectations for standards, progress and the welfare and safeguarding of pupils Ability to manage a multi-disciplinary approach to the learning needs of children as required 	<ul style="list-style-type: none"> Experience Data Tracking and Analysis using PiXL or similar system Evidence of impact on parent engagement and pupil participation Evidence of leading a subject area Training in Little Wandle or similar phonics/early read programme
Professional Knowledge and Understanding	<ul style="list-style-type: none"> An understanding of the National Standards for Teachers/ ECT Standards Awareness of the implications of mixed ability Primary teaching Sound understanding of recent educational developments 	<ul style="list-style-type: none"> Recent professional development or training in developing improved pedagogy to improve the quality of teaching and outcomes for all Training and awareness of research-based strategies, such as those recommended by the Education Endowment Foundation (EEF) Trauma informed practice training and an understanding of the impact of Adverse Childhood Experiences (ACEs)

PERSON SPECIFICATION - TEACHER



ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualities	<ul style="list-style-type: none"> • The ability to work as part of a team • A commitment to safeguarding and ensuring the welfare of the children • Ability to adapt positively to change and be flexible in working practices • Self-motivated and hardworking • Ability to forge strong links with parents and the whole community • A positive approach to discipline • Demonstrates drive and determination • Demonstrates inspirational and innovative approaches to teaching and learning 	

'St Andrew's is an equal opportunities employer and we are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All applicants will be subject to a full Disclosure and Barring Service check before appointment is confirmed.'