



Learning, Growing and Achieving Excellence Together

Principal Attributes and Person Specification:

Essential requirements are those, without which, the candidate would not be able to do the job. It is expected that the post holder will have the knowledge and qualifications indicated or equivalent qualifications and experience.

Desirable requirements are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

	Essential	Desirable	Evidenced through
Knowledge and Qualifications	<p>Qualified Teacher Status – ECT's teachers welcomed</p> <p>Evidence of continual professional development that is relevant and appropriate to the post</p> <p>Very good knowledge of pedagogy, and research, initiatives and technologies in learning and child development</p> <p>Knowledge of the full national curriculum with particular interest and expertise in at least one area</p> <p>A good knowledge of emerging technology and the use of ICT to enhance learning and engage pupils</p> <p>Understanding of assessment for learning and its use to raise standards</p> <p>Current knowledge of safeguarding legislation and government guidance relevant to the position</p>	<p>knowledge of equality and health and safety legislation within the context of school compliance</p> <p>An understanding of the role of parents and the community in school improvement and how this can be promoted and developed</p>	<p>Application/ Documentary evidence Interview</p>
Skills	<p>Demonstrable evidence of the skills required to be an excellent classroom practitioner</p> <p>Ability to challenge and differentiate teaching and learning for pupils of all abilities and needs</p> <p>A skilful communicator with strong , interpersonal and presentation skills, both verbal and written</p> <p>Ability to make learning memorable with opportunities for connected knowledge</p> <p>Ability to create a vibrant, collaborative, happy and challenging learning environment</p> <p>Ability to plan and implement a cohesive, creative and innovative curriculum</p>	<p>Ability to analyse data for the effective monitoring and assessment of pupil performance and target setting</p> <p>Creative and innovative approach to using the latest technologies within the curriculum for enhanced pupil learning</p>	<p>Application/ Interview Presentation References</p>
Experience	<p>Experience of successfully raising attainment and increasing pupil progress</p>	<p>Experience of teaching in a range of schools with different contexts</p>	<p>Application/ Interview References</p>



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	<p>Experience of systematically assessing, monitoring and evaluating pupil attainment, and adjusting provision, in order to accelerate progress</p> <p>Experience of collaborating and building effective relationships with parents, carers, colleagues and the wider community</p> <p>Successful experience of teaching children with SEND and other vulnerable groups</p>	<p>Experience of collaborative working with multi-agencies for the benefit of the pupils</p> <p>Experience of participating in extra-curricular activities, residential and local visits to enrich learning experiences</p> <p>Experience of being inspected by OFSTED</p>	
Personal attributes	<p>Enthusiastic, positive and approachable, with the presence to inspire confidence and trust, combined with a love of teaching and seeing children progress and develop</p> <p>Strong working ethos with a high level of commitment to the school, its improvement, its ethos and its values; welcomes accountability to a wide range of groups</p> <p>Ability to work effectively as part of a team and form positive relationships with pupils, parents and carers, colleagues and the wider community</p> <p>Committed to the academic, spiritual, moral, social, emotional and cultural development of pupils, recognising and valuing the richness and diversity of pupils and the school community</p> <p>Commitment to excellence in learning and teaching, whilst recognising the importance of work-life balance</p> <p>Adaptable and sensitive when dealing with challenging situations with the ability to be reflective and self-critical and to respond to feedback</p> <p>Willing to share expertise, knowledge, skills and ability to support and encourage others</p> <p>Promote and support positive and high standards of behaviour</p>		<p>Interview</p> <p>Presentation / lesson observation</p> <p>References</p>