

## Person specification: Teacher

Qualifications and training (Application)	Essential	Desirable
Qualified Teacher Status	✓	
Evidence of continuous participation in in-service development and a commitment to further professional development	✓	
A commitment to further study and training at Master level		✓

Experience/employment record (Application/Interview/References)	Essential	Desirable
Experience in upper KS2	✓	
Experience of leading upper KS2	✓	
Leadership experience	✓	
Working successfully and co-operating as a member of a team	✓	
Developing the learning environment to support high standards	✓	
Being coached to improve practice	✓	
Coaching others to improve the quality of teaching and learning		✓
Working in a school with high social deprivation		✓

Personal qualities (Application/ Interview/ References)	Essential	Desirable
Passionate about learning, teaching and working with young children	✓	
Displays warmth, care and sensitivity in dealing with children	✓	
Knowledgeable and highly competent	✓	
Approachable and empathetic	✓	

Organised and resourceful	✓	
Intelligent and reflective	✓	
Committed	✓	
Insight into what is important in our school		✓

<b>A commitment to education and teaching</b> (Application/ Interview/References)	<b>Essential</b>	<b>Desirable</b>
The Teacher will have the ability to communicate and co-operate by:		
Establishing and maintaining good professional relationships with pupils, parents and colleagues	✓	
Setting high expectations of all pupils and be committed to raising educational achievement	✓	
Adopting a flexible approach	✓	
Working with a partnership of schools	✓	
Demonstrate commitment to the vision of the Kyra Teaching School Alliance in partnering with schools to improve outcomes for all children and close the gap between the performance of groups of pupils	✓	

<b>Knowledge and understanding</b> (Application/ Interview/ References)	<b>Essential</b>	<b>Desirable</b>
The Teacher will have the knowledge and understanding of:		
The statutory requirements of legislation concerning Safeguarding, including Child Protection, Equal Opportunities, Health & Safety and inclusion	✓	
The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies)	✓	
Statutory National Curriculum requirements at the appropriate key stage and evidence of a good general knowledge and understanding of the National Curriculum	✓	
Planning and implementing an effective teaching programme, including the monitoring, assessment, recording and reporting of pupils' progress	✓	

Effective teaching and learning styles	✓	
How to further develop professional skills and knowledge	✓	
How to establish an effective rapport with children which is based on high expectations and establish a purposeful learning environment where all pupils feel secure and confident	✓	
How to use ICT effectively as an integral part of teaching and learning	✓	
Co-ordinating a NC subject in a primary school		✓
Working within the context of a creative curriculum		✓
How the curriculum supports the ethos of a school		✓

<b>Skills</b> (Application/ Interview/ References)	<b>Essential</b>	<b>Desirable</b>
The Teacher will be able to:		
Promote the school's aims positively, and use effective strategies to enhance motivation and morale	✓	
Establish and develop a sound professional relationship and affinity with a class of pupils	✓	
Create a positive, challenging and effective learning environment	✓	
Develop sound professional relationships	✓	
Establish and develop appropriate relationships with parents, governors and the community	✓	
Communicate effectively (both orally and in writing) to a variety of audiences	✓	
Develop strategies for creating community links		✓

Above all, you need to like children, to want the very best for them and be prepared to put their needs first. You recognise the importance of educating the whole child, including all learners and achieving high standards, within a creative, broad and innovative curriculum.