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**Personal Specification**

**Teacher March 2025**

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| **Essential** | **Desirable** |
| **Qualifications**   * Qualified teacher status * Evidence of continued professional development | * Award bearing training relevant to teaching (e.g., Master’s degree, Maths Specialist, SLE) * NPQ in relevant subject / area |
| **Experience**   * Proven successful practice in a primary classroom * Relevant and recent experience in a primary classroom * Working in partnership with the wider community. * Impact of engagement with research of current educational issues. * Subject leadership with whole school responsibility. | * Teaching experience across the primary phase. * Working on or with a schools’ SLT to drive improvement. * Writing and using strategic plans for drive improvement. * Coaching of colleagues to facilitate change and improvement. |
| **Knowledge and understanding**   * An evidenced commitment to safeguarding, with recent training. * Up to date knowledge of the primary curriculum and knowledge progression. * Planning and delivery of a broad curriculum. * Effective strategies for providing pupils with meaningful feedback. * Accurate and impactful monitoring and assessment to ensure progress of all pupils. * Equal opportunities and working with each pupil (including SEND) to ensure individual success. * Creating an inspiring and challenging learning environment. | * Understanding and experience of statutory assessments. * Training in and experience of Read, Write Inc. * Delivering a curriculum rooted in the community. * Delivering effective small group and/or 1:1 intervention. |
| **Skills**   * Establishing and maintaining positive relationships with all stakeholders. * Good ICT skills to aid effective teaching. * Positive behaviour management strategies based on the development of secure relationships. * Supportive of the school’s vision for education. | * Establish strong community links * Knowledge of what it means to be Trauma Informed. |
| **Personal characteristics**   * Effective working as part of a team * Drive and enthusiasm for teaching * Insistence on high standards for yourself and your pupils * Excellent communication skills with a variety of audiences. * Empathetic and understanding of the social/emotional needs of pupils. * Caring, kind and patient. |  |