

 **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
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| **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.
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| **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.
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| **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.
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| **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.
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