Person Specification

|  |  |  |
| --- | --- | --- |
| **Qualifications & Training** | **Essential /Desired** | **Evidence from Application/**  **Observation/ Interview / References** |
| * Qualified Teacher Status * Successful completion of NQT induction year * Commitment to continuing professional development | **E**  **D**  **E** | **A**  **A**  **A/I/R** |
| **Experience** |  |  |
| * Successful experience of teaching primary aged children * Proven record of continuous good/outstanding teaching and raising attainment * Experience of working with SEND children and of using IEP’s | **E**  **E**  **E** | **A**  **A/I/R**  **A/O/I/R** |
| **Professional Knowledge, Understanding, Skills and Competencies** |  |  |
| * Thorough knowledge of the national curriculum and age-related expectations. * Knowledge and understanding of a variety of teaching and learning strategies and how and when to use them effectively * Providing challenging learning opportunities for children with a range of abilities and needs * Effective use of assessment for learning strategies to raise attainment * Monitoring, assessment, recording and reporting of children’s achievement and attainment * Working knowledge of formative and summative assessment procedures * Knowledge and understanding of strategies to promote excellent behaviour for learning * Good ICT skills and knowledge, and the ability to use them to support effective learning * Ability to create a stimulating and supportive learning environment * The ability, insight and proactivity to lead a curriculum subject across all Key Stages to raise and maintain standards * Awareness of, and commitment to statutory requirements regarding equal opportunities, SEND, safeguarding and Child Protection | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **D**  **E** | **A/O/I/R**  **A/O/I/R**  **A/O/I/R**  **A/O/I/R**  **A/I/R**  **A/O/I/R**  **A/O/I/R**  **A/O/I**  **A/O/I/R**  **A/I/R**  **A/O/I/R** |
| **Personal Qualities** |  |  |
| * Able to support the ethos of the school * Self-motivated and driven to excellence * Ability to engage with, motivate and enthuse children * An open mind to new initiatives and change * Resilience, reliability and integrity * Enthusiasm, dedication and humour * Good health and attendance record | **E**  **E**  **E**  **E**  **E**  **E**  **E** | **A/I/R**  **A/I/R**  **A/I/R**  **A/I/R**  **A/I/R**  **A/O/I/R**  **R** |

The life and soul of St Mary's is based on the example given to us by Jesus Christ. The caring, understanding, love and support for each other is present in all that we do and all that we strive to do.

Every child and every adult at St Mary's is as important as the next. By working together we are all able to help each other and produce the best environment possible for each child's learning experiences to be as successful as possible. Our main concern is to make the school, in every sense a Christian community where all parents, pupils and staff are **working together for the good of each other.**

