



Highfield Community Primary School

Person specification - Teacher

Requirements	Essential (E) or desirable (D)	To be identified by: Application Form (AF), Interview (I), Reference (R), Observation (O)
<u>Application</u>		
Fully completed application form	E	AF
Well considered and relevant supporting letter	E	AF
Professional references should provide a strong level of support for skills, knowledge and attributes referred to below	E	R
<u>Training and Qualifications</u>		
QTS	E	AF
Degree	E	AF
Experience of teaching in Early Years	D	AF/I/R
Experience of working with and engaging parents and the wider community	D	AF/I
<u>Professional Knowledge and Understanding</u>		
Evidence of impact in a EYFS/KS1 class	E	AF/I/R
Knowledge and understanding of the National Curriculum	E	AF/I/R/O
Effective teaching and learning strategies to meet the needs of all pupils including pupils with Special Educational Needs	E	AF/I/R/O
Ability to provide effective marking and feedback to help learners progress	E	AF/I/R/O
Effectively uses 'Assessment for Learning' strategies	E	AF/I/R/O

<u>Skills and Attributes</u>		
Enthusiastic, with high level of motivation and initiative	E	AF/I/R
Good communication and interpersonal skills	E	AF/I/R
Creative and effective teaching and learning skills	E	AF/I/R/O
Ability to use a range of positive and effective behaviour management strategies	E	AF/I/R/O
Adaptability to changing circumstances and new ideas	E	AF/I/R
Ability to provide a stimulating, encouraging and secure learning environment	E	AF/I/R
Understanding of the role of assessment, record keeping and tracking pupil progress	E	AF/I/R
Values creativity in raising pupils attainment and self esteem	E	AF/I/R
Committed to Inclusion	E	AF/I/R
An excellent teacher	E	AF/I/R
Commitment to ongoing rigorous performance management.	E	AF/I
<u>Leadership and Management</u>		
Leading the development of a subject area	D	AF/I/R
<u>Personal Attributes</u>		
Self motivated	E	I/R
Well organised	E	I/R
Flexible, good humoured and approachable	E	I/R
High expectations of self and others (including children)	E	I/R
Ability to work as part of a team	E	I/R
<u>Other</u>		
Commitment to safeguarding and protecting the welfare of children and young people.	E	I
Commitment to equality and diversity	E	I
Commitment to health and safety	E	I
Commitment to regular attendance at work	E	I
Commitment to life and work of the school including after school activities	E	I
Commitment to Professional Development	E	AF/IR