 Person Specification - Main grade teacher

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| **Category** | **Essential** | **Desirable** | **Where Identified** |
| **Application** | * Fully supported in references
* Well structured supporting statement that demonstrates how the person specification is met
 |  | * Application
* References
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| **Qualifications and Training** | * Degree or equivalent
* Teacher training qualification / QTS in primary teaching
 | * Relevant work, training or further development
 | * Application
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| **Successful Experience** | * Recent teaching experience in a primary school
* Successful training placement/s
* Making the learning of young people challenging, enjoyable and real
 |  | * Application
* References
* Selection process
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| **Expertise** | * Excellent planning and differentiation skills
* Excellent diagnostic and assessment for learning skills
* Excellent communication skills; the ability to enthuse, inspire, influence and motivate others
* Expertise in lesson observation and feedback
* High expectations of behaviour
* Well-organised, well-managed, creative and exciting classroom environment where children are independent, inspired and motivated
* A clear understanding of the use of ICT in enabling innovative and effective approaches to teaching and learning
* Ability to produce, interpret and respond to data in a variety of forms
* Ability to work effectively on own initiative
* Ability to work successfully as part of a team
* Knowledge of national policy framework and current legislation, with particular reference to the new primary curriculum
* Ability to offer extra-curricular activities and participate in wider academy life as part of our commitment to extended schooling, including the Golden Eagle Programme
 | * Expertise in additional educational needs
* Evidence of being able to build and sustain effective working relationships with children, staff and parents
* High level ICT teaching skills and a vision of how ICT can transform learning
 | * Application
* References
* Selection process
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| **Personal Attributes** | * Commitment to the Academy’s overall vision
* Empathy and a positive regard for young people
* A fundamental belief that every child matters
* Desire to develop students’ character strengths as well as their academic abilities
* A fundamental belief that aspirations and achievement can be significantly altered
* An excellent health and attendance record
* A flexible approach to people and situations
* Energy, enthusiasm, tenacity and determination; dedication and a willingness to work hard
* Flexible, adaptable and able to prioritise; resilience under pressure
* A persona that would command respect from the school and the local community
* Ability to think creatively and push oneself to develop new ideas
* Emotional intelligence; adaptable to differing situations, with a clear sense of humour
* Commitment to regular and ongoing professional development and training to establish outstanding classroom practice
* Commitment to personal development and lifelong learning
 |  | * Application
* References
* Selection process
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