

PERSON SPECIFICATION PRIMARY PHASE TEACHER
Bournville All-Through School

Category	Essential	Desirable
1. Qualifications/ Professional Development	<ul style="list-style-type: none"> ▪ Qualified teacher status ▪ Evidence of continuing professional development relating to curriculum/teaching and learning 	<ul style="list-style-type: none"> ▪ Experience of working with other schools/organisations/agencies
2. Experience	<ul style="list-style-type: none"> ▪ Successful experience of leading one or more subject areas ▪ Teaching experience in either EYFS/ KS1/KS2 ▪ Substantial, successful teaching experience at good/outstanding grade 	
3. Teaching and Learning	<ul style="list-style-type: none"> ▪ A secure understanding of the requirements of the National Curriculum 2014 ▪ Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils ▪ A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning ▪ Experience of effective monitoring and evaluation of teaching and learning ▪ Secure knowledge of statutory requirements relating to the curriculum and assessment ▪ Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management ▪ Promoting SMSC of pupils across the curriculum 	<ul style="list-style-type: none"> ▪ Understanding of successful teaching and learning across the entire curriculum across all key stages ▪ Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management ▪ Some knowledge of Mastery & Depth in learning
4. Subject Leadership	<ul style="list-style-type: none"> ▪ Experience of working within staff teams ▪ Ability to delegate work and support colleagues in undertaking responsibilities 	<ul style="list-style-type: none"> ▪ Experience of working with (governors) Academy Associates

5. Accountability	<ul style="list-style-type: none"> ▪ Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors, ▪ Ability to provide clear information and advice to staff and governors ▪ Providing high quality, differentiated learning opportunities to all children in the class 	<ul style="list-style-type: none"> ▪ Experience of presenting to (governors) Academy Associates ▪ Leading sessions to inform parents
6. Skills, Qualities & Abilities	<ul style="list-style-type: none"> ▪ High quality teaching skills ▪ Strong commitment to the mission statement ▪ High expectations of pupils' learning and attainment ▪ Ability to build and maintain good relationships ▪ Ability to remain positive and enthusiastic when working under pressure ▪ Ability to organise work, prioritise tasks, make decisions and manage time effectively ▪ Empathy with children ▪ Good communication/interpersonal skills ▪ Effective ICT skills ▪ Sense of humour 	
7. References	<ul style="list-style-type: none"> ▪ Positive recommendation in professional references ▪ Good health and attendance record 	<ul style="list-style-type: none"> ▪ Professional reference without reservations
8. Safeguarding	<ul style="list-style-type: none"> ▪ Bournville Academy Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants 	