

DIXONS ALLERTON ACADEMY PRIMARY

PERSONNEL SPECIFICATION –Teacher

Job Requirements	Essential	Desirable	Where evidence will be found
<i>Qualifications</i>	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree 	<ul style="list-style-type: none"> • Evidence of continual professional development e.g. MA, Postgraduate studies, Advanced Diploma 	Application Form
<i>Teaching Experience</i>	<ul style="list-style-type: none"> • Recent and successful teaching in a primary school in the UK (NQTs are suitable for this post) • Able to articulate and demonstrate outstanding teaching and learning • Able to demonstrate experience in assessing children's achievements and tailoring future learning to ensure groups and individuals make outstanding progress • Able to demonstrate a knowledge and experience of inclusion strategies to support children with Special Educational Needs 	<ul style="list-style-type: none"> • Experience of delivering high impact intervention to groups of disadvantaged children. • Experience in involving parents in the education of their children • Teaching experience serving a multi-racial community • Experience of working with bilingual learners 	Application Form References Interview Lesson Observation

<i>Skills and Special Knowledge</i>	<ul style="list-style-type: none"> • Able to demonstrate a thorough knowledge of the New National Curriculum and EYFS requirements • Able to articulate the importance of health and healthy living in early childhood. • Able to articulate a good understanding of how children learn to read, write and acquire number skills in the Early Years • Able to articulate and demonstrate the role of the learning environment in the Early Years and KS1 • Able to demonstrate an ability to engage learners in a variety of ways • Able to evaluate own teaching with regards to pupils' learning and progress • Able to demonstrate a knowledge of planning, curriculum and assessment procedures • Able to demonstrate an awareness and understanding of current educational initiatives • Able to work flexibly as a member of a team • Able to articulate the reasons for choosing to teach in an all-through academy 	<ul style="list-style-type: none"> • Able to demonstrate an excellent knowledge and understanding of 'Letters & Sounds' 	Application Form References Interview Lesson Observation Task
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<i>Philosophy</i>	<ul style="list-style-type: none"> • Able to demonstrate an ability to lead learning from childrens' interests and value childrens' original ideas • Able to articulate the 'Dixons Difference' • Able to demonstrate a commitment to ensuring all children achieve their full potential • Commitment to the highest standards of teaching and learning • Able to demonstrate a willingness to be involved in extra-curricular activities • Adaptable to change • Able to demonstrate the drive and determination to improve own practice 		Application Form References Interview Lesson Observation Task
<i>Personal Qualities</i>	<ul style="list-style-type: none"> • Able to be self-critical and reflective • Able to demonstrate a dedication to own continuing professional development • Able to maintain the highest standards of professionalism • Able to be approachable and caring to both pupils and staff • Able to respond creatively and positively to new challenges and change • Able to develop effective relationships with parents • Able to be prepared to ask for advice or help when necessary • Able to effectively and efficiently manage personal time 	<ul style="list-style-type: none"> • Able to demonstrate a willingness to be involved in social aspects of the school • Able to demonstrate a dedication to the continuing professional development of other colleagues 	References Interview Lesson Observation Task

<i>Personal Circumstances</i>	<ul style="list-style-type: none"> • Will not require leave in term time 	<ul style="list-style-type: none"> • Have a flexible approach to working hours 	Interview
<i>Training</i>	<ul style="list-style-type: none"> • Able to demonstrate evidence of recent, relevant training and ability to reflect the impact this has had on teaching and learning in the classroom 	<ul style="list-style-type: none"> • Able to demonstrate recent, relevant training in Literacy or Maths in EYFS, KS1 • Able to discuss other recent, relevant training about how children learn in EYFS, KS1 	Application Form References Interview