



Person Specification — Reay Primary School

Professional Knowledge & Pedagogy

- Strong pedagogical understanding with the ability to deliver high-quality, evidence-informed teaching
- Ability to plan well-sequenced, engaging, and creative lessons that build progression over time
- Skilled in using assessment to inform teaching, identify next steps, and support pupil progress
- Secure understanding of the National Curriculum and how to adapt it for diverse learners

Safeguarding & Pupil Wellbeing

- Strong commitment to safeguarding and child protection, with a clear understanding of statutory responsibilities
- Ability to build trusting, respectful relationships where children feel safe, valued, and listened to
- Awareness of early identification processes and the importance of accurate record-keeping and communication

Creativity & Flexibility

- Creative approach to curriculum design and classroom activities, making learning engaging and meaningful
- Flexible and responsive to the needs of pupils, colleagues, and the wider school environment
- Ability to adapt teaching strategies, pace, and scaffolding to meet individual and group needs

Inclusion & Classroom Practice

- Commitment to inclusive practice, ensuring access and success for pupils with SEND, EAL, and additional needs
- Effective classroom management that promotes a positive, calm, and joyful learning environment
- High expectations for behaviour, effort, and kindness

Teamwork & Professional Conduct

- Strong team player who contributes positively to shared planning, moderation, and curriculum development
- Ability to work collaboratively with teachers, support staff, families, and external agencies
- Reflective practitioner committed to ongoing professional development and improving practice

Contribution to School Life

- Enthusiasm for enrichment activities, clubs, trips, performances, and wider school events
- Willingness to contribute to the creative ethos and community spirit of Reay Primary
- Commitment to modelling the school's values and supporting its vision