 **Person Specification - Main Scale Primary Teacher**

|  |  |  |  |
| --- | --- | --- | --- |
| **Category** | **Essential** | **Desirable** | **Where Identified** |
| **Application** | * Completed application form
* Fully supported in references
* Well-structured supporting statement that demonstrates how the person specification is met
 |  | * Application
* References
 |
| **Qualifications and Training** | * Honours degree
* Teacher training qualification
 | * Relevant work, training or further development
* Additional professional courses relevant to EYFS or primary phase teaching
* Qualifications in outdoor learning or sports
 | * Application
 |
| **Successful Experience** | * Making the learning of young people challenging, enjoyable and real and achieving good results
* Several years teaching experience across EYFS or Primary Phase
 | * Successful tutoring or mentoring of students 1:1 or in a small group
* Experience of SATs, Phonic testing or EYFS Baseline
* Experience of working with service children and families
 | * Application
* References
* Selection process
 |
| **Expertise** | * Good planning and differentiation skills
* Good diagnostic and assessment for learning skills
* Excellent communication skills; the ability to enthuse, inspire, influence and motivate others
* Ability to work closely with Teaching Assistants and ensure effective deployment
* Expertise in marking and feedback
* A clear understanding of the use of IT in enabling innovative and effective approaches to teaching and learning
* Ability to work effectively on own initiative
* Ability to work successfully as part of a team
* Knowledge of the new national curriculum and new initiatives
* Ability to offer a subject area expertise
* Ability to offer a range of enrichment or extra-curricular activities
* Expertise in supporting children with additional educational needs
* Excellent understanding of pupil safeguarding
 | * Evidence of being able to build and sustain effective working relationships with children, staff, outside agencies and parents
* Knowledge or experience of international primary curriculum
* Coaching and mentoring skills
 | * Application
* References
* Selection process
 |
| **Personal Attributes** | * A fundamental belief that every child matters
* A fundamental belief that aspirations and achievement can be significantly altered
* An excellent health and attendance record
* Excellent social media safeguarding practice
* A flexible approach to people and situations
* Creative, forward thinking and innovative
* Enthusiastic and positive
* Resilient and tenacious
* Diplomatic and discreet
* Reliable under pressure
* Hard working
* Can demonstrate humour and warmth
* A commitment to personal development and lifelong learning
 |  | * Application
* References
* Selection process
 |