**Person Specification**

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| **Attributes** | | **Requirement** | |
|  | | **Essential** | **Desirable** |
| **Qualifications and**  **Training** | | * Degree and/or relevant qualifications * Qualified Teacher status |  |
| **Experience and**  **skills** | | * Experience of a range of summative and formative assessment procedures * Ability to match teaching to children’s individual needs | * A working knowledge of strategies and techniques for raising pupil attainment generally including different groups of pupils such as SEND, EM, EAL and pupil premium * Experience of working in Foundation Stage, KS1 and KS2 * Experience of SATs * Ability to manage and develop curriculum areas * Ability to teach French |
| **Professional**  **development** | | * Active involvement in recent and relevant CPD * Demonstrate self-awareness of professional development needs |  |
| **Data analysis** | | * Ability to analyse, interpret and act on performance data |  |
| **Improving teaching**  **and learning** | | * An excellent classroom practitioner able to lead by example * Knowledge and experience of a range of teaching and learning styles and strategies including ICT | * Experience of observing and evaluating the quality of learning and teaching. |
| **Working with**  **people** | | * Strong interpersonal skills * Able to establish credibility with all staff * Able to establish positive relationships with parents, carers, colleagues and governors | * Experience of working with other agencies or organisations |
| **Resource**  **Management** | * Proven ability to maximise resources * Able to create a purposeful, orderly, supportive and stimulating environment for children’s learning | | * Knowledge and understanding of management procedures |
| **Knowledge of education** | * Vision of education in a wider context than a single subject/school | | * Experience of wider reading and educational issues |
| **Key skills, qualities**  **and attributes** | * High expectations and a commitment to raising standards of attainment * Commitment to equal opportunities and equal value for students and colleagues * Resilient, cheerful and positive * Able to embrace change * Good organisational and personal management skills * Able to work effectively as a team member at all levels * Commitment to safeguarding procedures * Flexibility and commitment to share in development of our school | | * Able to work independently and proactively * Willing to contribute to extra-curricular activities |