

Person Specification (Teacher and Leader – Primary English Specialist)

We would like to appoint a person who:	Attributes	Measurement	Essential / Desirable
Educational	<ul style="list-style-type: none"> Graduate qualified teacher with recognised teaching qualification such as a PGCE or equivalent Recent and relevant experience of teaching English at KS1 and or KS2 	A A	E E
Knowledge	<ul style="list-style-type: none"> Understands how to ensure effective pupil learning through challenging, high quality and exciting teaching Understands the potential of pupil voice and parental engagement Is a competent user of ICT and understands its role in enhancing learning and teaching. Understands the positive role of Performance Management within their own professional development. Understands the components which comprise outstanding teaching and learning Understands assessment and attainment information can be used to improve practice and raise standards 	A, I A, I, R A, I A, I A, I A, I, R	E E E E E E
Experience	<ul style="list-style-type: none"> Is an outstanding classroom practitioner Is a 'typically' good classroom practitioner Works effectively with Teaching Assistant/support staff/technicians within the faculty/department Leading initiatives beyond the classroom. Providing feedback to colleagues Being pro-active in celebrating and sharing good practice Enhancing the quality of learning and teaching Implementing whole school policies consistently 	I, R I, R I, R A, I A, I A, I A, I, R A	D E E D D E E E
Skills & Abilities	<ul style="list-style-type: none"> Communication and influencing skills to have the potential to support staff to raise standards in classrooms and communicate effectively at all levels Values the contribution that pupils can make to their own learning. Likes and seeks to understand young people. Shares our belief that Every Child Does Matter. Demonstrates that mutual respect, challenge and praise are key to managing teacher /pupil relationships in the classroom. Experience of promoting positive behaviour conducive to learning, focused on raising standards A desire to get the best from all pupils, regardless of ability A record of achieving pupil progress for all pupils, including underachieving pupils. 	A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R	E E E E E E E E E

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INCORPORATING: Caludon Castle School, Hill Farm Primary, Kingsbury School, Foxford School and Richard Lee Primary

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	<ul style="list-style-type: none"> • Ability to plan and teach effectively using a variety of strategies. • Contributes positively in their role as a group tutor to the pastoral care of pupils. • Is able to assess pupils' work effectively and within whole school and department guidelines. • Is able to set and assess purposeful home learning which extends/reinforces pupils' learning. • Is able to set professional (goals) targets, which are challenging and meet their own needs as well as those of the pupils and the school. • Ability to communicate effectively with pupils, parents and colleagues showing respect for others and professionalism at all times • Is able to lead, in a variety of contexts, by example. • Is committed to team work at all levels. • Can contribute creatively and knowledgeably to develop/evaluate schemes for learning. • Understands the importance of meeting deadlines and supporting others (colleagues) to do so. • Carries out all professional duties within whole school and department guidelines. • Feels able to contribute positively and appropriately if they see the need for change in any aspect of school life at Caludon • Able to identify areas for development amongst colleagues and take a lead in offering solutions • Able to ensure rigorous and supportive performance management • Able to create a vision and be clear about what it can contribute to the life of the school and pupils • Able to motivate staff to give their best for young people and each other within the spirit of team work • Able to lead and support colleagues to work under pressure and meet deadlines 	<p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p>
Qualities	<ul style="list-style-type: none"> • Is flexible, committed and enthusiastic in their approach to the dynamics at the heart of an innovative school environment/culture. • Strives constantly to better themselves as a professional • Is able to demonstrate commitment to Trust values • Enthusiastic, innovative, flexible and resilient in pursuit of supporting achievement • Willingness to engage in challenging conversations with colleagues • Ensures a welcoming and stimulating environment for all stakeholders 	<p>I, R</p> <p>I, R</p> <p>A, I</p> <p>A, I, R</p> <p>A, I</p> <p>A, I</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>

Safeguarding	<p>In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:</p> <ul style="list-style-type: none"> • Motivation to work with children and young people; • Ability to form and maintain appropriate relationships and personal boundaries with children and young people; • Emotional resilience in working with challenging behaviours; and • Attitudes to use of authority and maintaining discipline. 	I, R	E E E E
Special Requirements	<p>Good attendance records in line with school's Promoting Health at Work Policy</p> <p>This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. An Enhanced Disclosure and Barring Service Check will be required prior to appointment</p>	I, R	E

References

The interview panel may take the opportunity to follow up any relevant issues arising from references during the interview.

A = Application Form, I = Interviews, R = References.