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|  | **Person Specification – Senior Teacher**  **Essential** | **Desirable** |
| Training and qualifications: | * Qualified Teacher Status * Degree | * Other higher professional qualification |
| Experience : | * Good understanding of National Curriculum subjects. * Good clear teaching ability in Nursery, Foundation, KS1 and /or Key Stage 2. * Proven subject leadership skills in planning, strategic management and resources allocation. * Evaluating standards of teaching and learning and ensuring standards are maintained and improving. * Outstanding classroom practitioner with teaching experience at Key Stage 1 or 2. * Child –centred philosophy * Curricular expertise across Key Stage 1 and Key Stage 2. | * Enthusiasm and expertise in one or more specialist curriculum areas * Experience and knowledge of working with children with Special Educational Needs and/ or Able and Talented * Teaching experience in more than one school context. * Experience as Team Leader for Performance Management. * Teaching experience in KS1 *and* KS2 * Experience of being accountable for pupil’s progress beyond assigned groups and enhancing the teaching of others. |
|  | **Essential** | **Desirable** |
| Knowledge, understanding, ability to demonstrate: | * Commitment to a team approach to working in a primary school. * Up to date knowledge of current educational thinking, research and initiatives. * Knowledge of new Ofsted framework and place of self-evaluation. * Understanding of whole school issues and their strategic management. * Knowledge of and a commitment to creative learning and teaching. | * Knowledge of and a commitment to Early Years Foundation Stage education. * Knowledge of financial management and control. |
| Job skills/ abilities: | * Safeguard and promote the welfare of children and young people * Maintain confidentiality and work with discretion. * Work within Southend Borough policies with an awareness of equal opportunities. * Demonstrate a commitment to raising standards. * Develop and plan a creative program of work in line with the new National Curriculum. * Undertake assessment of pupils' attainment and progress, maintaining accurate records of achievement, including statutory and non-statutory reporting to parents. * Promote a subject area effectively within the school. * Demonstrate a range of competent ICT skills, including use of Interactive Whiteboards, Learning Platforms, Ipads etc. * Work constructively to lead and/ or work within teams. * Be highly organised and efficient with good time management skills * Ability to articulate and drive a vision for improvement, leading change and raising standards. * Support and coach people; assess their work and manage all resources. * Communicate clearly, the shared aims for the school to a variety of audiences. * Evidence of ability to establish good effective working relationships at all levels. * Motivate and inspire people to achieve their best, and enhance self-esteem. * Be able to maintain good behaviour and have strategies for pupil behaviour and management. * Highly organised, efficient with good time management skills. * Be able to communicate effectively, both orally and in writing to a variety of audiences * Approachable, welcoming with a sense of humour. * Work positively with parents | * Demonstrate a commitment to sustained continuing professional development. * Support out of school/community activities. * Willingness to lead and develop extra-curricular activities. * Work with governors/and or parent groups * Provide school based INSET * Encourage staff to surpass their own expectations. |