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|  | **Person Specification – Senior Teacher****Essential** | **Desirable** |
| Training and qualifications: | * Qualified Teacher Status
* Degree
 | * Other higher professional qualification
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| 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.
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|  | **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.
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| 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.
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