

Person Specification – Classroom Teacher with Year Lead Responsibility



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified to degree level • Qualified Teacher status 	Further professional qualifications
Experience	<ul style="list-style-type: none"> • Recent successful experience teaching in KS1/KS2 • Experience of working alongside and supporting colleagues effectively. • Data Driven Instruction: Experience of raising standards and increasing pupil progress through effective analysis and use of data. • Experience of taking an active interest in the life of the whole • Experience of proactively responding to feedback to improve practice • Communicate effectively with parents with regard to pupils' achievements and well-being. • Evidence of encouraging and sustaining the active involvement of parents • Experience of constructively contributing to the culture of the school beyond the classroom. <i>(There will be an expectation to take extra-curricular clubs)</i> 	<ul style="list-style-type: none"> • Evidence of continually improving the teaching and learning of their subject through coaching of staff • Experience of raising attainment in a leadership role • Evidence of the leading and teaching successfully in a relevant year group • Experience of monitoring and analysing data and work
Knowledge and understanding	<ul style="list-style-type: none"> • Assessment and standards and how to use assessment to inform teaching and raise standards • Clear understanding of what makes high quality teaching so that learning sticks. • Evidence-based effective teaching and learning • of the Integrated curriculum in practise including the effective use of classroom environment and resources • The SEN Code of practice, inclusion and equal opportunities • Safeguarding • Educational process from EYFS to KS2 • The expertise of the teaching of reading beyond phonics 	<ul style="list-style-type: none"> • If in a year group with Statutory Assessment willingness to acquire knowledge to ensure arrangements for statutory assessment procedures are fully complied with. • Subject knowledge in a core subject area
<p>We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them:</p>		
Leadership	<ul style="list-style-type: none"> • Vision aligned with HVP's high aspirations, high expectations of self and others • Effective team worker 	

	<ul style="list-style-type: none"> • High expectations for accountability and consistency • Genuine passion and a belief in the potential of every pupil • Relentless drive & motivation to continually improve standards and achieve excellence 	
Skills	<ul style="list-style-type: none"> • Excellent classroom practitioner <ul style="list-style-type: none"> ○ Ability to demonstrate AfL ○ Able to plan and teach well-structured lessons ○ Understanding and use of instructional planning to be able to plan backwards to ensure strong lessons. ○ Effective and systematic positive behaviour management • Excellent communication skills both oral and written with colleagues, stakeholders and parent/ carers. • Ability to show initiative and share ideas • Solution focused • Ability to positively inspire others • Demonstrates resilience, motivation and commitment to driving up standards of achievement • Commitment to regular and on-going professional development to establish outstanding classroom practice 	
Personal Qualities	<ul style="list-style-type: none"> • A commitment to ensure that everything is done to ensure that high academic and social outcomes for all pupils are the priority • Relentless drive to do whatever it takes to ensure all pupils succeed • Confidence to challenge poor performance and willingness to support and intervene • The courage and conviction to make a difference • Sustain energy, optimism and motivation in the face of pressure and setbacks • Stay calm in difficult situations and maintain clarity of vision • Be adaptable in the face of adversity • A positive commitment to inclusion and meeting needs of all pupils • Growth mindset • Self-driven continual professional development in evidence led instruction. • Enjoyment of teaching <ul style="list-style-type: none"> ○ Confidence to model. Demonstrate, coach and mentor colleagues in team. • Flexibility and adaptability 	

	<ul style="list-style-type: none">• Confidentiality and professionalism• Self-awareness of impact upon others• Sense of humour• A team player• Willingness to learn and seek help• Energy and commitment• Awareness of own strengths and limits	
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We understand that these are the highest of expectations. We are looking for teachers who have the potential and will aspire to fulfil these expectations. Further training, support, mentoring and guidance will be given to the right candidates.

We know that we have staff who at present and in their own way, take the initiative through drawing upon and using best practice to support the progress of their own pupils. We are looking for people who can see themselves growing into the middle leaders who will share this practise and become strong leaders that will support improvement across the school.