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| **Teacher** |
| **Person Specification** |

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| Criteria | Essential | Desirable |
| Qualification | * Qualified teacher * Enhanced DBS and relevant disclosures | * Evidence of recent professional development relative to the post * Additional qualifications relevant to the role * Teaching experience in more than one year group |
| Experience, Knowledge and skills | * Enthusiasm for teaching and learning * Setting high expectations for pupils which inspire, motivate and challenge * A good/outstanding classroom practitioner * Ensuring good progress and outcomes by pupils * Demonstrating excellent subject and curriculum knowledge * Planning and teaching exciting and stimulating lessons which respond to the strengths and needs of all pupils * Making accurate and productive use of assessment to improve standards of achievement and attainment * Managing behaviour effectively * Showing understanding of National trends in pedagogy and practise and understanding of how children learn in a high achieving and successful school * Building and sustaining effective working relationships with colleagues, Trustees and Parents | * Successful teaching experience in more than one phase * Experience of using research evidence to inform teaching and learning. * Effective ICT skills within professional practice |
| Professional and personal qualities | * Effectively work to deadlines * Ability to enthuse, support and motivate others * Demonstrates a child centred philosophy * Passionate, open, honest and reflective * A sensitive collaborative team member * Approachable, accessible and flexible * Prepared to enhance professional development * A good listener, capable of making reasoned and considered judgements. * Approachable possessing integrity. * Inspires confidence and trust. | * Is able to demonstrate the application of these qualities in a school setting. * Can demonstrate commitment to the wider life of the school. |
| Accountability | * Understand the role of the teacher * Understands the need to be accountable to parents for the education of their child. * Can articulate an understanding of and whole school accountability for pupil learning outcomes | * Has a good understanding of pupil data and |