

## Teacher - Person Specification

<b>Attributes</b>	<b>Essential Criteria</b>	<b>Desirable Criteria</b>
<b>Qualifications/training</b>		
Education	Qualified teacher status A degree or equivalent.	Higher degree qualification, post graduate courses
Professional Development	Evidence of participation in a range of INSET.	
<b>Experience</b>		
Teaching	Successful classroom teaching experience (Successful student placements for NQTs)	Evidence of curriculum leadership across the school age range.
National Framework	OFSTED awareness Awareness of current developments in education and the implications of these.	Recent experience of an OFSTED inspection and its follow up.  Understanding of conduct of teacher appraisal
Teaching and Learning	Practical understanding of effective teaching and learning strategies.	
Standards	Awareness of strategies to raise pupil achievement and manage behaviour.	Involvement in school improvement work. Understanding of how to set targets
National Curriculum	Understand the planning of the National Curriculum, including assessment, recording and reporting.	
Parents and Community	Experience of working with parents to support their children's learning	Understanding of the role which can be played and the community in raising standards
<b>SKILLS</b>		
Management	Able to manage support staff in the classroom	Ability to implement changes and monitor impact
Relationships	Able to establish and develop good relationships with all involved in the school	Commitment to the school's wider community
Interpersonal and Communication Skills	Ability to communicate effectively in writing and orally Competent in the use of ICT	A positive and energetic approach to work Flexible and approachable Resilient under pressure
<b>Attitudes</b>		
Education Philosophy	A commitment to inclusive education and willingness to respond to the needs of individual learners	An understanding of the way schools can promote values and a moral code.
Staff Development	Commitment to their own development	
Equal Opportunities	Commitment to equality of opportunity Commitment to race and gender equality and social inclusion	Understanding of the needs to promote positive role models