**PERSON SPECIFICATION**

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|  | **Shortlisting** |
| **Training & Qualifications**   * Qualified teacher status * Evidence of continuing and recent professional development relevant to the post | Essential  Essential |
| **Knowledge & Understanding**   * A range of experience of planning and teaching in a primary school * Understanding of equality of opportunity issues and how they can effectively addressed in schools * The knowledge and understanding of current research and best practice in learning and teaching, particularly as this relates to high achievement and attainment * Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards * Good understanding of effective procedures for managing and promoting positive behaviour among pupils * Good understanding of the role of parents and the community in school improvement and how this can be practised and developed * Clear understanding of data analysis and the important impact this can have on achievement and attainment | Essential  Essential  Essential  Essential  Essential  Essential  Essential |
| **Characteristics and Competency**.   * An unwavering commitment to the protection and safeguarding of children * Ability to promote the school’s aims * Ability to develop good personal relationships within a team; making an effective contribution to high morale * Ability to communicate effectively, both when speaking and writing, to a variety of audiences * Ability to create a happy, challenging and effective learning environment * Enthusiasm, determination and drive to inspire others to achieve high standards * A solution-focussed mind set * A personable nature to build effective relationships with children, staff, parents and all other members of the school community * A lively, creative and good-humoured approach to all aspects of teaching * Ability and keenness to promote the school’s positive culture and ethos * The ability to reflect on their practice, celebrate share successes and learn from mistakes | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential |
| *When completing the supporting statement applicants should address each of the selection criteria with clear evidence of success.* | |

