**PERSON SPECIFICATION**

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|  | **Shortlisting** |
| **Training & Qualifications*** Qualified teacher status
* Evidence of continuing and recent professional development relevant to the post
 | EssentialEssential |
| **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
 | EssentialEssentialEssentialEssentialEssentialEssentialEssential |
| **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
 | EssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssential |
| *When completing the supporting statement applicants should address each of the selection criteria with clear evidence of success.* |

