

| <b>PERSON SPECIFICATION</b><br><b>Primary School Teacher</b> |                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|--------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Theme</b>                                                 | <b>Essential</b>                                                                                                                                                                                                                                               | <b>Desirable</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Experience</b>                                            | <u>The candidate should have experience of:</u><br><br>Qualified Teacher Status<br>Teaching in the primary age range<br>Evidence of work with colleagues in primary schools<br>Evidence of continuing professional development                                 | <u>In addition, the candidate might have knowledge and understanding of:</u><br><br>Evidence of teaching the primary age range dealing with a range of SEND.<br>Experience of setting targets and monitoring, evaluating and recording progress.<br>Evidence of working with and supporting families and carers                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Knowledge and Understanding</b>                           | <u>The candidate should have experience of:</u><br><br>Behaviour management techniques for groups and individuals<br><br>Good understanding of curriculum and pedagogical issues related to extending pupil performance and the development of thinking skills | <u>In addition, the candidate might have knowledge and understanding of:</u><br><br>Familiarity with the concepts of Gifted and Talented<br>Good understanding of factors promoting effective transition of learners from one phase of education to the next<br>Good understanding of the principles behind school improvement including school improvement planning, monitoring, review and evaluation of progress<br>Using comparative information about attainment<br>Pastoral support plans<br>An understanding of the broader primary context and Government initiatives to raise achievement<br>Good understanding of the principles behind project management including planning, monitoring, review and evaluation progress<br>Knowledge and understanding to support EAL children |

|                            |                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                      |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Skills</b>              | <u>The candidate should have/be...</u><br><br>Excellent classroom practitioner<br>Good communication skills, both written and oral<br>Good presentation skills with the ability to enthuse and motivate others<br>Good organisation skills<br>Confident in the use of information and communication technology. | <u>In addition, the candidate might ...</u><br><br>Make consistent judgements based on careful analysis of available evidence<br>Good influencing and negotiation skills.<br>Empathise with the difficulties of SEND pupils in accepting the curriculum              |
| <b>Personal Attributes</b> | <u>The candidate should have/be...</u><br><br>Commitment to team working<br>Sensitivity to the aspirations, needs and self-esteem of others<br>Willingness to share expertise, skills and knowledge<br>Willingness to address challenging issues with clarity of purpose and diplomacy                          | <u>In addition, the candidate might ...</u><br><br>Be prepared to attend national and regional venues for meetings and training sessions.<br>Be prepared to present clearly a wide range of specialised information to both educationalists and non -educationalists |