



PERSON SPECIFICATION – CLASS TEACHER AND LEAD FOR READ WRITE INC.

This person specification is related to the requirements of the post as determined by the job description. Short-listing is carried out on the basis of how well you meet the requirements of the person specification.

| Disposition, Attitude, Characteristics and Competencies | |
|--|-----------|
| Ability to implement and lead initiatives and support colleagues to raise standards through effective CPD, increased subject knowledge and skills. | Essential |
| Ability to develop good personal relationships within a team; making an effective contribution to high morale. | Essential |
| Ability to establish and develop close relationships with parents, governors and the wider parish community. | Essential |
| Ability to communicate effectively (both orally and in writing) to a variety of audiences. | Essential |
| Ability to create a happy, challenging and effective learning environment. | Essential |
| Boundless enthusiasm, determination and drive to inspire others to achieve high standards | Essential |
| An appetite and stamina for challenging work | Essential |
| A solution-focused mind-set and determined “no-excuses” approach to raising standards | Essential |
| A personable nature to build effective relationships with all members of the school community | Essential |
| A lively, creative and good-humoured approach to all aspects of teaching, management and leadership | Essential |
| Ability and keenness to promote the school’s positive culture and ethos | Essential |

| Training and Qualifications | |
|---|-----------|
| Qualified Teacher Status | Essential |
| Evidence of continuing and recent professional development relevant to the post | Essential |

| Knowledge and Understanding | |
|--|-----------|
| Understanding of equality of opportunity issues and how they can be effectively addressed in schools. | Essential |
| The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high achievement and attainment. | Essential |
| Understanding of a diverse range of teaching and learning styles and techniques. | Essential |
| Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards. | Essential |
| Good understanding of effective procedures for managing and promoting positive behaviour among pupils. | Essential |
| Good understanding of the role of parents and the community in school improvement and how this can be practised and developed. | Essential |
| Clear understanding of data analysis and the important impact this can have on achievement and attainment. | Essential |

| | |
|--|-----------|
| Experience | |
| Experience of outstanding core subject leadership. | Desirable |
| Proven record of raising standards for all pupils, including underachieving pupils | Essential |
| Experience of promoting positive behaviour conducive to learning and which is focused on raising standards. | Essential |
| Experience of promoting highly effective communications within and between teams and other stakeholders in the school community. | Essential |