PERSON SPECIFICATION - OUTSTANDING TEACHER

All post-holders are expected to demonstrate a commitment to Equal Opportunities and a proven ability to work effectively in culturally and linguistically diverse classrooms.

Shortlisting	
Training & Qualifications	
1. Qualified Teacher Status.	Essential
2. Evidence of continuing and recent professional development relevant to the post.	Essential
Knowledge and understanding	
1. Understanding of equality of opportunity issues and how they can be effectively addressed in schools.	Essential
2. To demonstrate an understanding of inclusion in all groups of children.	Essential
3. The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high achievement and attainment.	Essential
4. Understanding of a diverse range of teaching and learning styles and techniques.	Essential
5. Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards.	Essential
6. Good understanding of effective procedures for managing and promoting positive behaviour among pupils.	Essential
7. Good understanding of the role of parents and the community in school improvement and how this can be practised and developed.	Essential
8. Clear understanding of data analysis and the important impact this can have on achievement and attainment.	Essential
10. Demonstrate good subject and curriculum knowledge, including computing.	Essential
11. Good knowledge and understanding of safeguarding practices and procedures.	Essential

Experience	
1. Successful experience of teaching.	Essential
2. Proven record of raising attainment.	Essential
3. Experience of securing positive behaviour which is conducive to learning and focused on raising standards.	Essential Essential
4. Experience of promoting highly effective communications within and between teams and other stakeholders in the school community.	Essential
5. Experience of whole school subject leadership.	Essential
6. Specialist in a specific core area	
7. Setting clear targets, based on prior attainment, for pupils' learning.	Essential Essential
Characteristics and Competencies	
1. Ability and keenness to promote the school's positive culture and Christian ethos	Essential
2. Ability to promote the school's aims positively.	Essential
3. Ability to develop good personal relationships within a team; making an effective contribution to high morale.	Essential
4. Ability to establish and develop effective relationships with parents, governors and the community.	Essential
5. Ability to communicate effectively (both orally and in writing) to a variety of audiences.	Essential
6. Ability to create a happy, challenging and effective learning environment.	Essential
7. Boundless enthusiasm, determination and drive to inspire others to achieve high standards.	Essential
8. An appetite and stamina for challenging work.	Essential
9. A solution-focused mindset and determined "no-excuses" approach to raising standards.	Essential
10. A personable nature to build effective relationships with parents and all members of the school community.	Essential
11. A lively, creative and good-humoured approach to all aspects of teaching, management and leadership.	Essential
12. Record of good attendance and punctuality.	Essential
13. A willingness to participate in the full life of the school.	Essential
14. Curricular and extra-curricular strengths which can be brought to the school.	Essential