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**TEACHER (MPS) PERSONNEL SPECIFICATION**

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| **Attributes** | **Essential** | **Desirable** | **How identified** |
| Qualifications | * Honours degree or equivalent in relevant subject * Qualified Teacher Status (primary). | * Recent commitment to further professional development * Evidence of further study and/or additional qualifications | Application |
| Experience | * An understanding of barriers to learning and an ability to demonstrate how these may be overcome * Experience of managing student performance and intervention strategies to raise performance * Experience of safeguarding * Experience of working with pupils with a range of SEND | * Proven record of success as an outstanding primary teacher * Previous teaching within primary education * Managing additional adults in the classroom * Positive interactions with parents/carers and other stakeholders to support children’s learning. | Application Interview |
| Knowledge and understanding | * Effective teaching and learning styles * Improvement strategies for pupil attainment * Ability to communicate effectively with a range of internal and external stakeholders * Excellent literacy, numeracy and IT skills * In line with the Immigration Act 2016; you should be able to demonstrate fluency of the English Language at an Advanced Threshold Level. | * A particular curriculum strength * Knowledge of the curriculum across the whole primary age range * Knowledge of ICT school software, such as Accelerated Reader, Early Essence and CPOMS | Application Interview |
| Skills | The ability to:   * Promote the school’s ethos and vision * Develop good personal relationships within a team * Establish and promote relationships with families, governors and the wider community * Communicate effectively both verbally and in writing * Create a happy , challenging and effective learning environment |  | Application Interview References |
| Personal characteristics | Approachable Enthusiastic Organised Punctual Patient Resourceful Committed Confident |  | Interview References |