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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.
 | ApplicationInterview |
| 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
 | ApplicationInterview |
| 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
 |  | ApplicationInterviewReferences |
| Personal characteristics | ApproachableEnthusiasticOrganisedPunctualPatientResourcefulCommittedConfident |  | InterviewReferences |