

Ladysmith Junior School Person Specification September 2020

Aspect	Essential	Desirable	How Identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status. 	<ul style="list-style-type: none"> • Evidence of further relevant training and professional Qualifications development. 	<ul style="list-style-type: none"> • Application form. • References. • Certificates.
Experience	<ul style="list-style-type: none"> • Recent teaching experience in primary schools. • To be able to teach a range of abilities. • Has proven record of excellent teaching and learning skills. • Evidence of commitment to raising standards/progress and of promoting effective learning and teaching for all pupils including those with SEN/inclusion. • Experienced in positive behaviour management strategies. 		<ul style="list-style-type: none"> • Application form. • References. • Classroom observations.
Personal Attributes	<ul style="list-style-type: none"> • High motivation and ability to use personal self-evaluation in order to become more effective. • Displays warmth, care and sensitivity in dealing with children and adults. • Reliability and integrity. • Establish a positive rapport and relationships with staff, pupils and parents. • Adaptability to changing circumstances and ideas. • Energy and enthusiasm. • An ability to work hard but have fun. • A commitment to safeguarding and high levels of welfare for all pupils 		<ul style="list-style-type: none"> • Application form. • References. • Interview. • Classroom teaching

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Knowledge and understanding	<ul style="list-style-type: none"> • Comprehensive understanding and knowledge about what makes for excellent teaching and learning. • Up to date knowledge and understanding of current educational issues. • Knowledge and understanding of current key initiatives including safeguarding procedures. 	<ul style="list-style-type: none"> • Evidence of wider reading/research to support development. 	<ul style="list-style-type: none"> • Application form. • References. • Classroom observation
Decision making skills	<ul style="list-style-type: none"> • Ability to investigate, resolve problems and make decisions. <p>This will include an ability to :</p> <ul style="list-style-type: none"> • Collect and weigh evidence, make judgements and take decisions in line with good educational practice. • Think creatively and imaginatively to solve problems and identify opportunities. 		<ul style="list-style-type: none"> • Application form. • References. • Interview.
Communication skills	<p>Personal qualities:</p> <ul style="list-style-type: none"> • The ability to communicate clearly and sensitively and take into account, where appropriate, the views of others. <p>Professional qualities:</p> <ul style="list-style-type: none"> • Effectively communicate orally and in writing to a range of audiences. • Negotiate and consult. • Honour confidentiality. 		<ul style="list-style-type: none"> • Application form. • References. • Interview.
Self-management skills	<ul style="list-style-type: none"> • Prioritise and manage time effectively. • Work under pressure and meet deadlines. • Be self-motivating and set personal goals. 		<ul style="list-style-type: none"> • Application form. • References. • Interview.
Leadership skills		<ul style="list-style-type: none"> • Experience of successfully working with a range of professionals. • Experience of leading subject areas / teams across a school. 	<ul style="list-style-type: none"> • Application form. • References. • Interview.

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