

Person Specification

Category	Criteria	Essential	Desirable	Source
Qualifications	Relevant teaching qualification	✓		A
Experience	Recent, successful experience relevant for the post	✓		A, R
Knowledge & Understanding	Ability to plan, deliver and evaluate high quality lessons taking account of pupils prior attainment and age related expectations.	✓		A, R, I
	Ability to communicate with children to encourage social, educational and physical development and acceptable behaviour.	✓		A, I, T
	Ability to differentiate appropriately, identify needs of individual children and develop and manage appropriate intervention strategies that support such progress.	✓		I, R, T
	Ability to maintain accurate children's records.	✓		A, R, I
	Ability to work with parents/carers to exchange information and to help address a child's needs.		✓	R, I
	Ability to show a broad understanding of issues relating to the National Curriculum and its assessment.	✓		A, R, I
	Ability to be accountable and aspirational for the outcomes of all pupils in the class and ensure that almost all pupils achieve in line with school expectations for both progress and attainment.		✓	I, T
Skills, Abilities & Competencies	Be able to demonstrate good maths and English levels	✓		A, T
	Be able to record accurate and up-to-date information concerning children.	✓		A, I
	Be able to lead the adaptation of teaching by directing the use of additional adults to ensure the needs of all our pupils are met.		✓	A, I
	Be able to develop and maintain effective partnerships with parents/carers to promote learning and provide information.		✓	I
	Be able to establish a safe and stimulating learning environment, taking joint responsibility with all colleagues for whole school behaviour management.	✓		R

	Be able to resolve day to day problems in relation to learning activities.		✓	I, T
	Be able to have a positive impact on the work of others by inspiring, motivating and challenging them and providing support and guidance to support staff and volunteers.		✓	I
	Be able to positively promote the reputation of Thames Primary Academy and act in a professional manner whilst conducting Academy business at all times.	✓		I
Personal Qualities	Excellent communicator	✓		A, I
	Highly organised	✓		A, I
	Ability to meet deadlines and maintain up-to-date records	✓		A, I, R
	Work swiftly and decisively under pressure	✓		I, R
	Ability to work in a team	✓		A, I
	Resilient	✓		I
	Positive attitude, energy and enthusiasm	✓		I, R
	Excellent rapport with children and families	✓		I
	Ability to maintain confidentiality and adhere to safeguarding procedures.	✓		I
Commitment	To the safety, happiness, well-being and self-esteem and progress of all children.	✓		A, R
	To provide the best educational opportunity for children in the Academy.	✓		A, R
	To ensure that all communications with service users demonstrate the values of the Academy.	✓		A
	Willingness to travel and work across ATC sites as schools		✓	I