



Honley CE (VC) JIN School - Teacher Personnel Specification

App- application form

Ref- Reference

SP- Selection process. This could include a range of exercises, including an interview

Knowledge, experience and skills		
	Essential/ Desirable	How identified
Experience	E/D	App/SP/Ref
Able to raise attainment through Quality First teaching	E	Ref
Ability to reflect on practice and improve teaching methods to increase pupils achievements	E	Ref
Ability to continually improve teaching and learning through schemes of work, assessment and extra curriculum activities etc	E	App
Knowledge		
Up to date knowledge in the primary curriculum including EYs	E	App/SP
Ability to use strategies needed to establish consistently high aspirations and standards of results and behaviour	E	App/SP
Skills		
Able to play a full and active role in a team	E	Ref
Clear understanding of expectations, accountabilities and consistency	E	SP
Aligned with the school's values	E	App
Motivated to continually improve standards and achieve excellence	E	Ref
Commitment to the safeguarding and welfare of all pupils	E	App/SP
Excellent classroom practitioner	E	App/Ref
Effective and systematic behaviour management, with clear boundaries, praise, reward and sanctions	E	SP/Ref
Excellent communication, planning and organisational skills	E	App/Ref
Excellent primary subject knowledge	E	SP
Use and understanding of Restorative Practices	D	SP
Ability to work effectively with and manage the work of support staff	E	SP
Fulfil wider professional responsibilities		
Understand when and how to seek advice and support.	E	App
Able to develop and maintain good relationships with staff, parents, pupils, governors and the community	E	Ref
Committed to own development as a professional.	E	App
Able to reflect on own practice and identify areas for improvement	E	SP
Qualifications and training		
Qualified Teacher Status or other equivalent educational qualification	E	App
Qualified to degree level and above	E	App
Evidence of further professional development.	D	App
Personal qualities and attributes		
Moral purpose (Equality, children and adults treated with respect)	E	SP
Excellent communicator (Listening, putting a message across)	E	SP
Child centred	E	SP
Self-motivated and able to motivate others	E	SP
Enjoys challenge	E	SP
Works to deadlines	E	SP
Enthusiastic and optimistic	E	SP
Excellent role model	E	SP