Toftwood Infant School
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Toftwood Infant and Junior School Federation

Executive Headteacher – Mrs Joanna Pedlow

Person Specification – Teacher

Essential	Desirable
• Have successful experience of teaching in the primary phase, either in their teaching career or placements • Proven track record of high quality teaching and learning • Put the child at the heart of their work, working with the team to ensure all children have an enjoyable, memorable and successful school experience • Have excellent organisational skills, in the classroom and with their own work and be able to work as part of a team • Have a commitment to personal professional development and a desire to progress and learn more in their own career and share their expertise with others for the benefit of all of our children • Ability to plan, teach and assess effectively within the primary phase, including planning exciting and engaging learning • Experience/understanding of assessment procedures and how to use this information to move children's learning forwards • Ability to use ICT in the classroom and in own role • Ability to teach, inspire, interact with, respect and support children with a range of needs and abilities as required, including through IEPs, statements, EHCPs, behaviour support plans etc • Creative and focussed approach to teaching in the classroom which engages all learners, including the more able • Secure understanding of the teaching of early phonics and its progression, and the ability to teach phonics and grammar effectively • Ability or potential to lead a subject effectively, supporting others and giving effective leadership (not NQTs) • Calm, strategic approach to classroom management, including the behaviour children, management of staff and general classroom organisation skills • Ability to work as part of a team as well as independently and in a large organisation • Ability to manage, respect and relate to others in the classroom, including teaching assistants, other staff in school, parent helpers and students • Understanding of the role of the parent in the child's education and development and realistic expectations of how to promote this • Understanding and ability to ensure the safeguarding and welfare of children and a working knowledge of child protection procedures • Commitment to whole school development and to the aims and values of the school • Ability to work within the structure of a large school, understanding the need for common aims and values and processes • Commitment to identifying own professional development needs and furthering own learning • Qualified Teacher Status (QTS) • Proof of DfE registration number	• Further attendance at training (for serving teachers) • Experience of working with children with SEN • Experience of or understanding of multi-agency working with other professionals • Experience of working with intervention programmes • Understanding of writing action plans and carrying out and evaluating them • Experience of organising others in the classroom such as teaching assistants, other staff in school , parent helpers and students • Experience of contributing to the life of the school outside of teaching in the classroom • Understanding of the work of the Children's University

Please note that this is not an exhaustive list and we expect all the common attributes of a good teacher, such as professionalism, discretion, enthusiasm, dedication and commitment to be present in the successful candidate.

The requirements above will be explored through reading and discussing your supporting statement, the interview process and from references. If you have a professional portfolio it is useful to bring this to interview also.

The interview will also explore candidates' ability to perform the duties of the post and issues relating to safeguarding and promoting the welfare of children. The areas we will explore will be:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline

If short listed, any relevant issues arising from a candidate's references will be taken up at interview.