

## Person Specification – Teacher of Literacy and Numeracy

	JOB REQUIREMENT	Essential	Preferred	* How assessed
Qualifications, knowledge and experience	Honours degree in relevant specialism	✓		A
	QTS or working towards QTS (which must be attained before the start date)	✓		A
	Member of appropriate professional bodies		✓	A & I
	Experience of teaching in a primary setting	✓		A & I
	Experience of planning and delivering phonics	✓		A & I
	Willingness to undertake additional training or qualifications if appropriate		✓	A & I
	Knowledge and understanding of principles and practices of effective teaching and learning, monitoring/ assessment and evaluation	✓		A, I & T
	Knowledge and understanding of preparation of schemes of work and lessons	✓		A, I & T
	Application of information and communication technology (ICT) to learning and teaching in subject area(s)	✓		A, I & T
	Relevant experience gained in teaching and/or ITT placement	✓		A & I
Personal and interpersonal	Makes prompt, clear decisions which may involve tough choices or considered risks; takes responsibility for actions, teaching and pupil experience; takes initiative; acts with confidence and works under own direction; initiates and generates activity	✓		I
	Upholds ethics and values; demonstrates integrity; values learning, not only for purpose, but for its own sake; believes in the limitless potential of people and strives for distinction and high achievement in everything they do; aspires to consistently perform at their best and inspires pupils to always do their best; promotes and defends equal opportunities; encourages individual responsibility for achieving challenging goals	✓		A & I
	Produces new ideas, approaches and insights; delivers innovative lessons that encourage high levels of aspiration and achievement; produces a range of solutions to problems; seeks opportunities for increased levels of performance; devises effective change initiatives	✓		I & T
	Focuses on organisational and pupil needs and satisfaction; sets high standards for quality and quantity; monitors and maintains quality and productivity; works in a systematic, methodical and orderly way	✓		I & T
	Works productively in a pressurised environment; keeps emotions under control during difficult situations; balances the demands of a work life and a personal life; maintains a positive outlook at work; handles criticism well and learns from it	✓		I & T
	Accepts and tackles demanding goals with enthusiasm; works hard and puts in longer hours when it is necessary; identifies development strategies needed to achieve goals and makes use of developmental or training opportunities; seeks to set and achieve stretching goals, aspiring to greater levels of performance and attainment for pupils and self	✓		A & I
Child Protection	A commitment to the responsibility of safeguarding and promoting the welfare of young people	✓		I
	Enhanced DBS disclosure ( <i>to be completed by preferred candidate following interview</i> )	✓		

\* A = by application, R = by references, I = assessed by Interview, T = task