



Webster Primary School: Teacher Person Specification

A/I=assessed by Application, Interview or both

Aspect	Essential	A/I	Additional/Desirable
Training	1.1 Qualified Teacher Status	A	
Experience	2.1 Outstanding record of teaching and classroom management 2.2 Recent/relevant CPD 2.3 Experience of/commitment to supporting and delivering effective safeguarding procedures	A/I A A/I	
Understanding Knowledge/Skills (General)	3.1 The ability and skills to teach a broad and balanced curriculum to the highest standard 3.2 The ability to provide opportunities for independent and cooperative learning 3.3 A secure understanding of assessment strategies and their interpretation to inform the next stages of learning 3.4 The ability to enable pupil progress within a lesson and across a series of lessons. 3.5 Sound knowledge of what constitutes outstanding teaching and learning in English and Maths 3.6 The ability to apply core skills across the curriculum. 3.7 Cross-curricular teaching across topics which motivates pupils and produces outstanding outcomes. 3.5 Provision of individualised learning programmes. 3.8 Outstanding organisational and time management skills; the ability to prioritise and meet deadlines. 3.9 Effective use of ICT in the classroom and as a management tool 3.10 Ability to form outstanding teacher/pupil relationships	A/I A/I A/I A/I A/I A/I A/I A/I A/I A/I I	Good understanding of the needs of pupils in a mobile, urban school.
Understanding Knowledge/Skills (School and Role Specific)	4.1 Knowledge and understanding of the characteristics of effective education in a highly urban/EAL setting. 4.2 Understanding of the benefits of good home/school relationships and the school's responsibility to parents. 4.3 The ability to support and manage transition between phases of school effectively 4.4 Participation in an effective pupil progress review cycle	A/I A/I A A/I	Willingness to be involved in extra-curricular activities and the wider life of the school Experience of outdoor learning
Professional Values	5.1 High expectations and a passionate desire to drive up standards 5.2 Commitment to teamwork at all levels 5.3 Willingness to promote enrichment opportunities 5.4 Keen interest in own CPD	A/I A/I A/I A	Support for an enriched curriculum through out of hours learning and educational visits
Personal Qualities	6.1 The ability to think creatively and imaginatively 6.2 Passion for, and commitment to, teaching in a multicultural, multi-faith school in a highly urban environment 6.3 The ability to be reflective and adaptable to changing circumstances 6.4 Effective interpersonal and communication skills 6.5 Understanding of the importance of maintaining a healthy work-life balance 6.6 When all of the above fail, the ability to maintain good humour, a willingness to learn and the will to bounce back and continue to strive for excellence	I I I I I I	Brings personal interests and enthusiasms to the school community