



Personal Specification

A = application; I = interview; O = lesson observation; R = reference(s)

	Essential	Desirable	Evidence
Professional qualifications and learning	<ul style="list-style-type: none"> • Has Qualified Teacher Status (QTS) • Holds an undergraduate degree 2:2 and above • Evidence of Continuous Professional Development • Primary curriculum subject specialism 		A
Experience	<ul style="list-style-type: none"> • Successful experience as a Primary Teacher in Key Stage 2 • Proven record of raising attainment • Proven record in successfully leading a subject 	<ul style="list-style-type: none"> • Experience in teaching across the full Primary range • Proven ability to improve performance and build capacity through coaching, challenge, and support 	A, I, R
Safeguarding	<ul style="list-style-type: none"> • Displays commitment to the protection and safeguarding of children and young people • Will co-operate and work with relevant agencies to protect children 	<ul style="list-style-type: none"> • Has training for child protection 	A, I, R



	<ul style="list-style-type: none"> Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of children and young people 		
Leading, Learning and Teaching	<ul style="list-style-type: none"> Demonstrates excellent understanding of the principles of effective teaching and learning in all phases Has excellent and current knowledge of all curriculum requirements, and can implement these effectively Can articulate the characteristics of outstanding teaching and learning for pupils of all abilities Understanding of and ability to use, a diverse range of teaching and learning styles and techniques to support adaptive learning Outstanding behaviour management practitioner 	<ul style="list-style-type: none"> Has a track record of securing high standards and at the minimum good progress for all pupils Clear understanding of data analysis and the important impact this can have on achievement and attainment. Is an outstanding classroom practitioner Has a track record that demonstrates the very best quality of teaching and learning for all pupil groups including SEN and vulnerable 	A, I, O, R
Developing self, and working with others	<ul style="list-style-type: none"> Can review own practice, set personal targets, and take responsibility for personal development 	<ul style="list-style-type: none"> Can show resilience in the face of challenge 	A, I



	<ul style="list-style-type: none"> • Can manage own workload and that of others to allow appropriate work/life balance • Can maintain confidentiality • Can articulate and understand current educational issues 	<ul style="list-style-type: none"> • Has excellent interpersonal skills, with the ability to listen and communicate effectively in all contexts and to command respect • Able to develop strategies for creating community links 	
Personal Qualities	<ul style="list-style-type: none"> • An empathy with the Anglican tradition with a Christian school • Highly approachable, very grounded and makes sensible judgements • Significant personal presence, inspires confidence in a range of audiences • Relishes accountability and takes personal responsibility for their own actions • Excellent critical thinking skills • A commitment to on-going personal and professional development. • Has intellectual curiosity and rigour • Strong interpersonal, written and oral communication skills. 	<ul style="list-style-type: none"> • Able to build trust and mutual respect between pupils, families and staff 	A, I, O, R



St Peter's C.E
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	<ul style="list-style-type: none">• Self-motivated with an appetite and stamina for challenging work.• A lively, creative and good-humoured approach to all aspects of teaching, management and leadership.		
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