

PERSON SPECIFICATION FOR THE POST OF PRIMARY TEACHER

Area	Essential	Desirable
QUALIFICATIONS QTS Evidence of relevant in-service training Hold an alternate degree and/or other professional qualification Further training and/or qualification in SEND	✓ ✓ ✓	 ✓ ✓
KNOWLEDGE Sound understanding of pedagogical best practice Sound understanding of child development and pupil progress Sound understanding of assessment, recording and reporting Sound knowledge and understanding of current educational developments and legislation, including Curriculum best practice Sound and experienced-based knowledge about best pedagogical practice of pupils with SEND/SEMH (UPR / SPELL...etc...)	✓ ✓ ✓ ✓	 ✓
EXPERIENCE Experience working within a classroom Evidence of innovative and successful pedagogical approaches Experience of working with children who present with SEND Teaching experiences across the key stages Successful teaching experiences in SEMH provisions Experience leading a team of staff	✓ ✓ ✓	 ✓ ✓ ✓
SKILLS Strong curriculum, communication and interpersonal skills An excellent ability to empower, motivate and enable pupils and staff through effective planning and delegation An excellent leader of learning, with the ability to be prioritise workload, whilst being positive and optimistic at all times The ability to drive in the UK (with a valid UK License) The ability to use ICT successfully as a curriculum and organisational tool The ability to take a 'Trauma Informed' approach	✓ ✓ ✓ ✓ ✓ ✓	
QUALITIES Be able to consistently demonstrate high-expectations, with compassion Be able to demonstrate empathy, understanding and resilience Be able to be respectful to all people at all times	✓ ✓ ✓	
APTITUDE Ability to be consistent, calm and creative in your thinking and actions Ability to be clear and inspirational in your leadership Ability to demonstrate care and compassion whilst holding the highest of expectations for each child and their family	✓ ✓ ✓	

Nigel Bowes Academy is committed to safeguarding and promoting the welfare of children. Rigorous checks will be made of the successful application's background credentials, including enhanced DBS checks.