

## Person Specification for Teacher

	Essentials	Desirables	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Education to degree standard</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of CPD and commitment to further professional development</li> </ul>	Interview Application form
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Effective teaching and learning strategies that meet the individual needs of all children</li> <li>• Monitoring, assessment, recording and reporting of pupils' progress</li> <li>• Successful team member in a professional setting</li> <li>• Developed and implemented a creative curriculum</li> <li>• Experience of providing stimulating, motivating and challenging learning environments</li> </ul>	<ul style="list-style-type: none"> <li>• Working in partnership with parents</li> <li>• Teaching mixed classes</li> <li>• Experience of working with children who have social, emotional and mental health needs</li> <li>• Experience of long and medium term planning or subject coordination</li> </ul>	Interview Application form
<b>Practical Skills</b>	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner</li> <li>• Ability to raise standards in literacy and numeracy</li> <li>• Ability to plan and organise effectively</li> <li>• Ability to set and review targets</li> <li>• Ability to produce detailed, differentiated schemes of work and sequential lesson plans</li> <li>• Use of ICT in teaching and learning</li> <li>• Promote the school's aims positively, and use effective strategies to monitor motivation and morale</li> </ul>	<ul style="list-style-type: none"> <li>• Team Teach trained or a willingness to be trained is essential</li> </ul>	Interview Application form

<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Commitment to the profession showing vision and drive</li> <li>• Commitment to equality of opportunity for all</li> <li>• Promotes diversity</li> <li>• Good communicator both written and oral</li> <li>• Commitment to ensuring a nurturing environment</li> <li>• Ability to manage time effectively and work to deadlines</li> <li>• Ability to maintain effective and productive relationships with pupils and staff</li> <li>• Resilient and energetic</li> <li>• Willingness to participate in the schools quality assurance procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Motivated to continually improve standards and innovate in the classroom</li> <li>• Sense of humour</li> <li>• Flexibility and perseverance</li> <li>• Willingness to contribute to the whole school community</li> </ul>	<p style="text-align: center;">Interview Application form References</p>
<b>Safeguarding children</b>	<ul style="list-style-type: none"> <li>• Committed to safeguarding and promoting the welfare of children and young people</li> <li>• Agreement to undergo an enhanced DBS check on appointment</li> <li>• Knowledge of Child Protection procedures</li> </ul>		<p style="text-align: center;">Interview Application form References</p>

A UPS teacher must be highly competent and make a substantial and sustained contribution to the wider life of the school. To be considered for transition to the upper pay scale, or move up the scale, a teacher will have to demonstrate two years successful appraisal which will be judged as a minimum meeting all targets and teacher standards for two consecutive years.

Our pay policy states the following:

- 18.2 For the purposes of this pay policy “highly competent” means performance which is not only good but also good enough to provide coaching and mentoring to other Teachers, give advice to them and demonstrate to them effective teaching practice and how to make a wider contribution to the work of the school, in order to help them meet the relevant standards and develop their teaching practice.
- 18.3 For the purposes of this pay policy “substantial” means of real importance, validity or value to the school; play a critical role in the life of the school; provide a role model for teaching and learning; make a distinctive contribution to the raising of pupil standards; take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupil’s learning.
- 18.4 For the purposes of this pay policy “sustained” means maintained continuously over two successive school years.

A UPS teacher will:

- Be a role model for teaching and learning.
- Make a distinctive contribution to the raising of pupil standards.
- Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils’ learning and achievement.
- Undertake action research or policy development which enhances practice or outcomes in the school.
- Provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice in order to help them meet the relevant standards and develop their teaching practice.
- Deliver high quality CPD sessions/training.
- Undertake lesson observations and providing feedback and appropriate follow up support.
- Actively engage in all quality assurance activities.
- Participate in regular and frequent commitment to cross-curricular or extracurricular activities.
- Have a whole-school responsibility.