

OVER PRIMARY SCHOOL

PERSON SPECIFICATION: Teacher Main Pay Range

| CRITERIA | ESSENTIAL QUALITIES | DESIRABLE QUALITIES | EVIDENCE SOURCES |
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| Qualifications | <ul style="list-style-type: none"> • Qualified teacher status • Degree | <ul style="list-style-type: none"> • Evidence of continuous professional development and commitment to further professional development • Prevent and Safeguarding training | Application Form |
| Experience | <ul style="list-style-type: none"> • A consistently effective teacher, with a proven track record • Experience of working with children with SEND in a whole class setting • Experience of raising achievement through high expectations both for themselves and the children in their care | <ul style="list-style-type: none"> • Extensive experience of Year 1,2,3 teaching • Experience of a therapeutic approach to behaviour management [e.g. Cambridge Therapeutic Thinking, previously STEPS] • Experience of using CUSP Reading, Science, DT, Art, History and/or Geography curriculums • Experience of using the Cambridgeshire English Team's 'Routes to Writing' long term planning • Experience of leading a subject | Application Form Letter of Application References Interview |

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| Skills | <ul style="list-style-type: none"> • The teacher will be able to demonstrate they meet the national standards for teachers • To have excellent classroom management skills and be able to follow the school's positive behaviour policy to effectively develop excellent learning behaviours • Ability to adapt teaching to meet the needs of all pupils' • Development of an inclusive classroom environment • Excellent organizational and record keeping skills • Effective communication skills – written and verbal to pupils, colleagues and parents • Ability to use ICT effectively in teaching, assessment and administration • Ability to build effective working relationships with pupils and peers • Evidence of working collaboratively within a team | <ul style="list-style-type: none"> • Managing the performance of support staff in their classroom • Middle leadership skills e.g. through subject leadership • Use of Insight, or similar, assessment tool • Use of MyConcern | <p>Application Form Letter of Application References Interview Teaching Task</p> |
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| Knowledge | <ul style="list-style-type: none"> • Sound knowledge of the National Curriculum and current developments • Knowledge of a range of high quality, evidence-based teaching and learning strategies, including cognitive science to shape the learning journey, and adapting practice to provide for the individual needs of all children • Knowledge of effective behaviour management strategies • Knowledge and understanding of the monitoring, assessment and recording of pupil progress • Knowledge of guidance and requirements around safeguarding children • Knowledge and understanding of equal opportunities in school | <ul style="list-style-type: none"> • Particularly strong knowledge of the Key Stage 1 and 2 programmes of study • Knowledge of effective ways of working with parents and carers • Understand the roles and responsibilities of other agencies working with schools • Knowledge and understanding of the preparation and administration of statutory NC tests • Knowledge of EEF recommendations and how they look in practice | <p>Application Form Letter of Application References Interview Teaching Task</p> |
| Personal qualities | <ul style="list-style-type: none"> • A desire and passion to achieve the best possible outcomes for all pupils and promoting the ethos and values of the school • High expectations for children's attainment and progress • Ability to work under pressure and prioritise effectively • Enthusiasm and energy • Positivity at all times • Self-reflection and evaluation • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality | <ul style="list-style-type: none"> • Sense of humour • A talent e.g. music, MfL | <p>Letter of application References Interview Teaching Task</p> |

Note: this person specification was written in June 2024, combining the most up-to-date EPM model and various PS from current vacancies in Cambs