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| **Archbishop Benson Primary School**  ***Motto: Fun & Learning, Hand in Hand*** | [http://image.shutterstock.com/display_pic_with_logo/818227/104023823/stock-vector-fun-learning-104023823.jpg](http://www.google.co.uk/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAcQjRw&url=http://www.shutterstock.com/pic-104023823/stock-vector-fun-learning.html&ei=Mj4YVefpKqat7gaA1YDYBg&bvm=bv.89381419,d.ZGU&psig=AFQjCNH2HBECiNJ0Aol3wZ28YT8gNzJxYA&ust=1427738515973804) | [http://cliparts.co/cliparts/pi7/r9G/pi7r9GXbT.jpg](http://www.google.co.uk/url?sa=i&rct=j&q=&esrc=s&frm=1&source=images&cd=&cad=rja&uact=8&ved=0CAcQjRw&url=http://imgarcade.com/1/hand-in-hand-logo/&ei=vD4YVZqiN6KP7AaghoEo&bvm=bv.89381419,d.ZGU&psig=AFQjCNE265x7wWUQ8eATtjxDHyUxe1Ezsg&ust=1427738639082157) |

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| **Person Specification for UPS3 Leader Updated 11.4.2019** | | | |
| **We recognise that newly qualified teachers and recently qualified teachers would not have the experience to be able to demonstrate many of these criteria. This will be taken into account with all applications submitted** | | | |
|  | **Essential Criteria** | **Desirable Criteria** | **Recruiting method** |
| **Education & Training** | * Qualified Teacher Status | Further professional qualifications relevant to primary age children | Application |
| **Skills and Experience** | * An excellent knowledge of the EYFS curriculum/the New Curriculum * A secure understanding of Assessment without Levels * An understanding of the characteristics of effective learning and how to apply in the Foundation Stage/KS1/KS2 * Ability to teach effectively using a wide variety of strategies to maximise achievement for all children, including those with special educational needs and high achievers * Ability to plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach * Ability to make teaching, learning and the curriculum creative and fun * Ability to create a stimulating and safe learning environment * Ability to assess and record the progress of pupils’ learning to inform next steps and monitor progress * Ability to successfully deploy a wide range of effective behaviour management strategies * Ability to work in partnership with other staff * An interest in & willingness to undertake subject leadership * High level of oral and written communication skills * Proven record of effective subject leadership leading to demonstrable impact on practice & standards | Teaching experience across the primary age range, particularly upper KS2  Knowledge of current education and professional  developments and an understanding of their application in a whole school context  An understanding of transition issues  Proven record of effective school improvement leadership leading to demonstrable impact on practice & standards  Ability to create a healthy and engaging working environment by building trusting and supportive relationships as well as encouraging development, recognising achievement and tackling underperformance. | Application/  Interview  /Assessment |
| **Specialist Knowledge and Skills** | * Secure knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners * Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the curriculum areas being taught * Confident use of ICT as an assessment/management tool * Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people * Demonstrates an awareness, understanding and commitment to equal opportunities | A willingness to learn and continue to strive for excellence  Current First Aid training  Current minibus driver qualification  Current qualification to teach swimming  Ability to play a musical instrument | Application/  Interview/  Assessment |
| **Behaviours and Values** | * A clear commitment to upholding the Christian of the school * An understanding of how to translate our Christian ethos & values into daily practice * The ability to demonstrate a commitment to the principles of inclusion * An excellent role model to staff and children * Commitment to school improvement and excellent pupil outcomes * Ability to work effectively as part of a team * Takes personal responsibility for own work, own environment and own development * Commitment to the wider life of the school & the school’s role in the wider community | Interest in supporting an enriched curriculum through out-of-hours learning, educational visits and other school events & activities  Interest in running extra-  curricular activities | Application/  Interview/  Assessment |
| **Qualities** | * A caring approach to working with children, parents, colleagues and the wider community * Confidentiality & professional discretion * Enthusiasm and energy * Flexibility and adaptability * Reliability & sense of initiative * Good sense of humour |  | Application/  Interview/  Assessment |

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| **Special Conditions related to the post** |
| ***Archbishop Benson Primary School is committed to safeguarding, promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities.***  Successful applicants must be suitable to work with children and will need to undertake the following before commencing employment:   * Enhanced Disclosure & Barring Service (DBS) Certificate with barred list information * Receipt of two satisfactory employer references one of which must be from your current or most recent employer * Satisfactory verification of relevant qualifications * Satisfactory health check   All new employees will be required to undertake mandatory training required by the school. |