

**Person Specification: Primary Teacher and whole school lead for Equity, Diversity and Inclusion**

The Person Specification is a picture of the skills, knowledge and experiences needed to carry out the job. It will be used in the shortlisting and interview process for this post.

Requirements	Essential	Desirable
<b><i>Qualifications and Career Development</i></b>	<ul style="list-style-type: none"> <li>● <b>Qualified teacher status</b></li> <li>● Evidence of recent professional development</li> <li>● knowledge of the development of children's learning in relation to EDI</li> <li>● Experience of planning for EDI for children with additional needs, health and complex needs</li> </ul>	<ul style="list-style-type: none"> <li>● An understanding of theories of education related to health improvement for children in hospital</li> <li>● Lived experience that might enhance your role in this context</li> </ul>
<b><i>Experience</i></b>	<ul style="list-style-type: none"> <li>● Knowledge of high quality resources to support and motivate pupils with a range of needs</li> <li>● A track record of quality first teaching across the curriculum</li> <li>● Experience of working across teams</li> <li>● Experience of excellent cross curricular planning</li> <li>● Ability to plan, teach and adapt lessons where there may be little or no pupil information</li> <li>● Proven impact of leading EDI in a school context</li> </ul>	<ul style="list-style-type: none"> <li>● Taught in more than one key stage (FS, KS1-5)</li> <li>● Experience of teaching more than one subject</li> <li>● Experience of delivering EDI training in school</li> </ul>
<b><i>Personal Qualities</i></b>	<ul style="list-style-type: none"> <li>● Aims for excellence</li> <li>● Able to motivate others</li> <li>● A team player</li> <li>● Excellent time management and organisational skills</li> <li>● Confidence and sensitivity interacting and working alongside parents, carers &amp; children</li> <li>● Able to cope with the stress of working with very sick and dying children</li> <li>● An understanding and commitment to EDI in education</li> <li>● Ambition for quality first teaching and learning with the child at the centre</li> <li>● Flexibility and drive to go above and beyond to provide a first class education to children</li> </ul>	<ul style="list-style-type: none"> <li>● Ability to lead teams</li> <li>● Ability to work with multi-disciplinary teams</li> <li>● Own self development</li> <li>● Ability to speak another language</li> </ul>
<b><i>Curriculum</i></b>	<ul style="list-style-type: none"> <li>● Proven experience in intent, implementation, and impact of the curriculum for all pupils including those with additional, health and complex needs</li> <li>● A creative approach to planning</li> <li>● Knowledge of statutory curriculum requirements</li> <li>● Effective observation, assessment and record keeping of each child's progress and the ability to use the information as the basis for curriculum planning</li> <li>● Ability to work across all phases and needs as and when required</li> <li>● Ability to further develop a curriculum that considers best practice in EDI</li> </ul>	<ul style="list-style-type: none"> <li>● Experience of planning and delivering cross curricular projects across the school</li> <li>● Knowledge of good practice in curriculum</li> </ul>
<b><i>Leadership and management</i></b>	<ul style="list-style-type: none"> <li>● High expectations of pupil achievement and attainment</li> <li>● Ability to evaluate and develop all school systems using an EDI lens</li> <li>● Effective communication skills both in writing and speech</li> <li>● Can motivate and encourage participation</li> <li>● Ability to contribute to the wider life and ethos of the school</li> <li>● Ability to lead change to ensure the school has best practice in EDI</li> </ul>	<ul style="list-style-type: none"> <li>● Experience of mentoring and line managing other staff</li> <li>● Experience of leading parent/carer workshops</li> <li>● Experience of mentoring and line managing other staff</li> </ul>

