

**Employee Specification
Form M23**

Post Number	
Job Title	Y2 teacher and Phase English lead (Mainscale 3-6/UPS + TLR)
Department	Grove Street Primary
Prepared by & Date	Lisa Walsh March 2026

Essential Personal Attributes	Stage Identified	Desirable Personal Attributes	Stage Identified
Qualifications <ul style="list-style-type: none"> Qualified Teacher Status 		<ul style="list-style-type: none"> Evidence of continuing and recent professional development relevant to the post Enthusiasm and commitment for an evidence-based approach to professional development. 	
Experience <ul style="list-style-type: none"> Excellent classroom teacher with high expectations of children's progress, attainment and behaviour Successful teaching experiences across KS1 Experience of teaching children with ACES and using positive strategies to support them Enthusiastic, excellent and organised teacher with high expectations of children's learning and development. Ability to identify gaps in learning to skilfully stretch the most able learners and support learners with SEND Experience of monitoring, assessment, recording and reporting of children's progress Experience of data analysis and target setting Experience in improving standards in Reading / English, either as a classroom practitioner or as subject lead 		<ul style="list-style-type: none"> Experience of working in partnership with parents and the wider community Experience of working with parents to engage them in their child's learning. Effective teaching and learning strategies for a wide range of children's abilities from SEND to high attaining pupils Able to evidence highly effective teaching within Year 2 Range of experience across the key stages Experience of leading and empowering a team, including use of coaching Experience of moderation Familiarity with current research and best practice in the teaching of reading and writing. 	

<p>Knowledge and skills</p> <ul style="list-style-type: none"> • Excellent knowledge of the KS1 & 2 curriculum and expectations of end of Key Stage expectations • Passion and enthusiasm for phonics, reading, writing, oracy and creativity within the wider curriculum • Ability to motivate children and provide a calm and inspiring learning environment that suits needs of every child • Experience of monitoring, assessment, recording and reporting of pupil progress • Ability to use assessment to identify strengths and areas of need • Evidence of working collaboratively with other staff to raise standards and pupil outcomes • Knowledge and understanding of inclusion within every aspect of the school and the classroom 		<ul style="list-style-type: none"> • Understanding of Communication Friendly Spaces / therapeutic / SEND friendly / ADHD & Dyslexia friendly environments • Experience of supporting vulnerable children and families • Experience of leading and driving change • Experience of monitoring and assessment, using data to record and track children's assessments across the phase • Ability to identify key priorities and write action plans underpinned by a robust and realistic timeline of monitoring and CPD • Experience of leading subject CPD in response to monitoring outcomes and subject developments • Experience of sharing ideas and relevant research, national and local updates (including engagement with subject associations) 	
<p>Special Requirements</p> <ul style="list-style-type: none"> • To have a passion for working with children, coupled with a sense of humour, optimism and team spirit • A commitment to raise standards for all children • An understanding and genuine respect for children who can sometimes struggle to regulate their emotions • Flexibility, and able to adapt to changing circumstances and new ideas • Highly developed social, emotional intelligence and strong emotional resilience • Ability to foster a culture of respect, kindness and openness • Ability to work independently on own initiative and also contribute as part of a team 		<ul style="list-style-type: none"> • Willingness to contribute towards wider school life • A commitment to continuing professional development and training 	

Safeguarding

In addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children.