



## **HORDLE CE VA PRIMARY SCHOOL & NURSERY**

### **PERSON SPECIFICATION**

To teach at **Team Hordle** - we need to be superheroes ourselves and to know how to bring out the superhero in each other.

This specification for the Team Hordle Adult was created by the staff in September 2019.

#### **The Hordle Adult will be RESILIENT:**

Respond positively to feedback with a growth mindset and determination to develop and improve

Understand their own emotional resilience and manage their own wake

Be proactive and talk to other staff when they need help or fresh ideas

Learn from mistakes

Continuously strive to be the best they can be and achieve the best possible outcome for all

Model resilience to others

#### **The Hordle Adult will show TEAMSHIP:**

Be professionally generous - sharing ideas and time gladly

Model relationships which are professionally rewarding and respectful

Include everyone and treat all staff with equity

Use praise and encouragement for colleagues liberally

Look after both themselves and others - and notice when others need support

Contribute fully and effectively in all aspects of school life

Will adopt equitable workload to support others

#### **The Hordle Adult is a RISK TAKER:**

Be willing to try new approaches and accept that these may be initially uncomfortable

Understand not to take unnecessary risks basing their actions in sound pedagogical research

Hold challenging conversations with colleagues - even though this might feel uncomfortable

Is able to share varying points of view professionally and respectfully

Is able to identify when the task is too great and help is needed



**The Hordle Adult is RESPONSIBLE:**

Take responsibility for my own professional learning  
Take responsibility for my own professional behaviours both within the classroom and beyond  
Take equitable responsibility for workload within the team  
Take responsibility for being the best that they can be - every day  
Take responsibility for looking after others  
Takes responsibility for their own mental health and well being  
Manage their time effectively

**The Hordle Adult is MOTIVATED:**

Be highly motivated to go above and beyond for all children in our care and to look after one another  
Understand the moral imperative in all that we do and to be motivated to challenge the status quo.  
Exhibit the humility to do the 'not so nice' jobs  
Always try their very best no matter what the task at hand  
Manage their time effectively and be fully prepared for lessons and meetings

**The Hordle Adult has a SENSE OF HUMOUR:**

Know and understand that highs and lows are part of a normal pattern of life and work  
Not take themselves too seriously - demonstrating humility  
Make mistakes and allow others to make them too  
Make a conscious effort to make the workplace an enjoyable place to be for EVERYONE

Thank you for being a superhero.  
We are proud to work with you.

