



## Teacher Person Specification

|                                    | Essential  | Desirable  | Evidence  |
|------------------------------------|--|--|---|
| <b>Training and Qualifications</b> | <ul style="list-style-type: none"> <li>Degree or equivalent with Qualified Teaching Status (unless looking to employ unqualified teacher)</li> </ul>   |  | <ul style="list-style-type: none"> <li>Application Form</li> <li>Certificates</li> </ul>  |
| <b>Experience</b>                  | <ul style="list-style-type: none"> <li>Proven track record of good teaching which has led to high standards of pupils' learning</li> <li>Successful experience of working with parents/carers</li> <li>Experience of teaching in same phase of education (e.g. primary)</li> <li>Commitment to safeguarding issues and understanding of promoting the welfare of children</li> </ul>   | <ul style="list-style-type: none"> <li>Experience of working in same Key Stage</li> <li>Experience of working in more than one school (except for ECTs)</li> <li>Previous experience of working across classes</li> <li>Experience of leading a subject (except ECTs)</li> </ul> | <ul style="list-style-type: none"> <li>Application Form</li> <li>Supporting letter of application</li> </ul>  |
| <b>Knowledge and Understanding</b> | <ul style="list-style-type: none"> <li>Good knowledge and understanding of expectations for age range</li> <li>Good understanding of effective assessment procedures, recording and reporting</li> <li>Knowledge of statutory policies and procedures including safeguarding and child protection</li> <li>Knowledge of effective strategies to adapt and scaffold activities for all learners</li> <li>Good understanding on the way in which children develop and learn</li> <li>Knowledge and understanding of how to promote well being</li> </ul> | <ul style="list-style-type: none"> <li>Knowledge of how data and target setting can raise standards</li> <li>Understand how to implement inclusive practices which demonstrate you can cater for all educational needs (including PPG)</li> </ul>                                | <ul style="list-style-type: none"> <li>Supporting letter of application</li> <li>Interview</li> <li>Interview activity</li> <li>References</li> </ul> |

|                            |  |   |   |
|----------------------------|--|---|---|
| <b>Skills</b>              | <ul style="list-style-type: none"> <li>• Ability to skilfully and effectively deploy support staff</li> <li>• Ability to plan a series of lessons to ensure development and depth of key learning</li> <li>• Good behaviour management strategies</li> <li>• Good interpersonal and organisational skills</li> <li>• Creative and imaginative thinking in order to identify opportunities and anticipate problems</li> <li>• Good communication to a range of audiences</li> <li>• Excellent time management, with the ability to meet deadlines.</li> </ul> | <ul style="list-style-type: none"> <li>• Proven skills in effective subject leadership</li> </ul> | <ul style="list-style-type: none"> <li>• Interview</li> <li>• Interview activity</li> <li>• References</li> </ul> |
| <b>Personal Attributes</b> | <ul style="list-style-type: none"> <li>• Personal and professional commitment to the ethos and aims of the school</li> <li>• Positivity and resilience</li> <li>• Commitment to raising achievement, attainment and aspirations</li> <li>• Determination to ensure the success of all</li> <li>• Able to use initiative and solve problems</li> <li>• Able to reflect on own practice and identify areas of development</li> <li>• Calmness under pressure</li> <li>• Flexibility, energy and enthusiasm</li> <li>• Team player</li> </ul>                   |   | <ul style="list-style-type: none"> <li>• Interview</li> <li>• Interview activity</li> <li>• References</li> </ul> |