

Person Specification	Cover Teacher
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Key	E (Essential) D (Desirable) A (Application Form) I (Interview)
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	Qualifications	E	D	A	I
1	Qualified Teacher Status	✓		✓	✓
2	Degree or equivalent	✓		✓	✓
3	Evidence of a wide range of professional development		✓	✓	✓
	Professional Knowledge and Understanding, Skills and Attributes	E	D	A	I
4	An understanding of the characteristics of an effective school	✓		✓	✓
5	Specific evidence of successful classroom teaching, including a commitment and thorough understanding of the Primary Curriculum	✓		✓	✓
6	Evidence of an ability to create an exciting and well organized learning environment	✓		✓	✓
7	High standards and expectations of self and children	✓			✓
8	Evidence of excellent planning and the use of formative assessment	✓		✓	✓
9	The capacity to monitor and evaluate the quality of teaching and standard of pupils' achievement, and use benchmarks to set targets for improvement	✓		✓	✓
10	The ability to work as part of a team	✓		✓	✓
11	The ability to prioritise own time, work under pressure and to set and meet deadlines with a sense of balance and perspective	✓		✓	✓
12	Effective administrative and organizational skills	✓		✓	✓
13	An excellent knowledge of ICT for teaching and administration	✓		✓	✓
14	An understanding of the implications of equal opportunities and inclusion issues and an understanding of safeguarding	✓			✓
15	An understanding of appropriate strategies for managing pupil's behavior	✓			✓
16	The ability to deploy additional adults effectively	✓			✓
	Personal Skills and Attributes	E	D	A	I
17	Leadership skills – Ability to influence others by the presentation of ideas and to accept the good ideas from others	✓			✓
18	Solution focused skills – the ability to investigate, solve problems and make decisions	✓		✓	✓
19	Communication skills (both orally and in writing) – the ability to make points clearly and understand the views of all others, including colleagues and parents	✓		✓	✓
20	Ability to initiate and develop new ideas	✓		✓	✓
21	Personal impact, self-confidence and presence	✓			✓
22	Energy, determination and perseverance	✓		✓	✓
23	An enthusiasm and commitment for the involvement with pupils, staff and Governors	✓			✓
24	Reliability and integrity	✓			✓

25	Ability to process personal and sensitive data in line with the General Data Protection regulations (GDPR) 2018.	✓			✓
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