



## PERSON SPECIFICATION

### **Job Title: MAIN PROFESSIONAL GRADE TEACHER**

It is essential that every member of staff at Pickwick Academy Trust recognises that it is their responsibility to safeguard and promote the welfare of children in our care. In order to achieve this aim the following person specification has been compiled to ensure that candidates are fully aware of the knowledge, skills and aptitudes the Governing Body are seeking when appointing a new Teacher.

#### **1. Job Related Knowledge/Aptitude/Skills**

##### **Knowledge**

- a) A sound knowledge about child development – ESSENTIAL
- B) Be aware of different ways of communicating and understand barriers to communication – DESIRABLE
- c) Know that communication is a two-way thing between the child and adult – DESIRABLE
- d) Be aware of the national guidance and local procedures and your own role and responsibilities within these for safeguarding and promoting children's welfare – ESSENTIAL
- e) Understand the importance of sharing information, how it can help protect children and the dangers of not doing so – DESIRABLE
- f) Demonstrate a knowledge and understanding of modern primary practice and learning styles – ESSENTIAL
- g) Be willing and able to work co-operatively with other colleagues – DESIRABLE
- h) Have the ability to take a role in curriculum development – DESIRABLE
- i) Have the ability to demonstrate an awareness of recent educational thinking regarding the curriculum – DESIRABLE

- j) Be able to respond to all the requirements of the classroom teacher – ESSENTIAL

### **Aptitude**

- a) Ability and willingness to work with children – ESSENTIAL
- b) A sympathetic and understanding attitude towards all children – ESSENTIAL
- c) Ability to demonstrate the limits of confidentiality that apply to the job – ESSENTIAL
- d) Ability and willingness to teach a wide age range and to work within the key stage one or key stage two departments – DESIRABLE

### **Skills**

The ability to:

- a) Effectively engage and communicate with children – ESSENTIAL
- b) Build respectful and trusting relationships with children – ESSENTIAL
- c) Communicate with other colleagues and professionals – ESSENTIAL
- d) Work co-operatively with teachers and fellow colleagues – ESSENTIAL
- e) Ability to offer a wide range of skills and to use relevant personal interests to advantage in classroom practice, and in the development of a whole-school – DESIRABLE
- f) Demonstrate leadership abilities – DESIRABLE

## **2. Experience**

- a) Recent relevant experience of working with children – DESIRABLE
- b) Recent relevant employed teaching experience – DESIRABLE
- c) Experience of curriculum development – DESIRABLE

## **3. Educational Achievements/Qualifications**

B.Ed. PGCE, Teacher's Certificate  
Any relevant Open University Courses

#### **4. Personal Qualities**

- a) To enjoy working as part of a team – ESSENTIAL
- b) Ability to establish good relationships with children, colleagues and parents – DESIRABLE
- c) Sympathy with the ethos and philosophy of a primary school – ESSENTIAL
- d) Show a desire to encourage parental involvement in school life – ESSENTIAL
- e) Willingness to be involved in the activities of the PTA – DESIRABLE

#### **5. Equal Opportunities**

**Must** promote equal opportunities with regard to:

- (a) Gender
- (b) Race
- (c) Disability

**Must** be self aware; know how to demonstrate a commitment to treating all people fairly and with respect.

If you are shortlisted for this position the interviewing panel will be asking you questions based on the job description and person specification in order to ascertain your suitability for the post. The interview panel will also explore issues relating to safeguarding and promoting the welfare of children including:

- Your motivation to work with children.
- Your ability to form and maintain appropriate relationships and personal boundaries with children.
- Emotional resistance in working with children with a range of difficulties.

We will also be seeking references before your interview; any relevant issues that are raised by your referee will be taken up during the interview.

At Pickwick Academy Trust we are committed to safeguarding children and promoting the welfare of children and young people and we require anyone joining our school to actively contribute to this commitment. All successful candidates will be subject to Disclosure and Barring Service (DBS) checks along with other relevant employment checks.