

## PERSON SPECIFICATION FOR NQT/MPR/ UPR POSITION- January 2025

It is expected that evidence of meeting these criteria will be gathered from scrutinising the candidate's application and observing the various aspects of the interview process. A task will also be set to assess the candidate's suitability for this position.

**Colmore Junior School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	Qualified Teacher Status	
<b>Experience</b>	<p>Proven record of excellent practice in the classroom</p> <p>Successful teaching experience in KS2 or KS1 or evidence of successful teaching practice experiences</p>	Experience of teaching across a range of year groups
<b>Professional Development</b>	<p>Strong evidence that you are working successfully to meet teaching standards or equivalent</p> <p>Ability to evaluate own practice and take appropriate action when needed</p>	Self-directed CPD addressing development needs
<b>Teaching and Learning</b>	<p>Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils</p> <p>A secure understanding of the wider curriculum and celebrate the importance of a broad and balanced curriculum</p> <p>Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management</p>	<p>Working knowledge of statutory requirements relating to the curriculum and assessment</p> <p>Experience of moving the learning of the most vulnerable pupils forward at an accelerated pace</p>
<b>Accountability</b>	Responsible for the standards within own class and across the year group (with support) or ECT equivalent	

<b>Skills, Qualities and Abilities</b>	<p>High expectations of pupils' learning and progress</p> <p>Strong commitment to school improvement and raising achievement for all</p> <p>Ability to build and maintain excellent relationships with all stakeholders</p> <p>Ability to remain positive and enthusiastic when working under pressure and have a good sense of humour</p> <p>Ability to organise work, prioritise tasks, make decisions and manage time effectively</p> <p>Excellent communication skills</p> <p>Confident</p> <p>Highly emotionally intelligent</p>	<p>Wide range of interests</p> <p>Experiences outside of teaching</p> <p>Experience of leading a subject</p>
<b>CONTRA INDICATIONS</b>	<p>Criminal convictions including offences against children</p> <p>Inability to provide suitable references</p> <p>Unsuccessful DBS clearance</p>	

## Safer Recruitment Statement- Colmore Junior School



Colmore Junior is committed to the safeguarding and welfare of all of the pupils at school and expects all staff to share this commitment.

Our school has a Designated Safeguarding Lead (DSL) who monitors child protection issues and as a point of reference for all stakeholders. In addition, all staff undergo regular training (annually) and receive frequent newsletters relating to relevant safeguarding matters. Our safeguarding policy is available on our school website <https://colmorejnr.birm.frogos.net/app/os#!/school-policies>

Colmore expects all adults to work to educate children to keep themselves safe and to identify those children who may be vulnerable to abuse. When recruiting new members of staff, it will follow strict guidelines to ensure that any new appointment is suitable.

For all candidates who are shortlisted:

- Colmore Junior **will** receive at least **two** written references from the current or most recent employment (applicable to all those working with children). References will be required prior to attendance at the interview with any issues arising explored following the interview.
- On-line checks will be carried out on shortlisted candidates prior to interview
- Candidates will be required to complete a self declaration form and return to school prior to interview

At the interview there will be questions relating to a candidate's suitability to work with children and candidates will be required to hand sign application forms and self declaration forms .

Any offer of a position for a successful candidate at Colmore Junior School is subject to the following pre-employment checks:

- A satisfactory on-line Disclosure and Barring Service (DBS) application (enhanced)
- At least two satisfactory references
- Verification of the candidate's identity and 'Right to Work' in the UK
- A check against vetting and barring list
- verification of the candidate's medical fitness
- A satisfactory determination relative to the Childcare (Disqualification) Regulations 2009 declaration form
- Evidence of suitable qualifications:
  - Professional status
  - Successful completion of Induction Period (for those who gained QTS after 7 May 1999)

**Please note:** providing false information is an offence and will be reported.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 & 2020. Further information about filtering can be found in the DBS filtering guide and our school Employment of Ex-offenders policy is available on request.

January 2024