



## PERSON SPECIFICATION

Post Title:	Teacher
Grade	Main scale

Method of assessment: Application form (AF), Interview (I), Lesson observation (LO)

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>Education and Qualifications</b>	<p>Qualified Teacher Status (AF)</p> <p>Evidence of improving teaching through appropriate professional development including responding to advice and feedback from colleagues as well as self reflection (AF)</p>	Other relevant higher professional qualification (AF)
<b>Experience and Knowledge</b>	<p>Have a secure knowledge of the relevant subject(s) and curriculum areas. (I &amp; LO)</p> <p>Understand and evidence promoting high standards of literacy, articulacy and the correct use of standard English, whatever the Teacher's specialist subject (LO)</p> <p>Demonstrate a clear understanding of systematic synthetic phonics and appropriate teaching strategies for maths (I &amp; LO)</p> <p>Demonstrate a critical understanding of developments in the subject/ curriculum areas. (I)</p> <p>Demonstrable experience of making a positive contribution to the wider life and ethos of a school. (AF)</p> <p>Understand the statutory frameworks which set out your professional duties and responsibilities including reference to health and safety and safeguarding. (AF &amp; I)</p> <p>Demonstrate knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>• how pupils develop and learn</li> <li>• what can inhibit learning</li> </ul> <p>pupils' capabilities and prior</p>	To have good curriculum knowledge across the key stages relevant to this school (AF)

knowledge  
and how you have incorporate this  
into your planning and teaching (AF & I)

To have a clear understanding of  
Christian values and be able to  
effectively teach these within the  
curriculum. (AF & I)

Evidence of building and maintaining  
good relationships with pupils rooted  
in mutual respect and adhering to  
proper boundaries. (I & LO)

Communicate effectively and  
professionally with colleagues and  
parents, the latter with regard to  
pupils' achievements and well-being  
as well as with colleagues. (AF)

Give pupils regular feedback, both  
orally and through accurate marking,  
and encourage pupils to respond to  
the feedback and take responsibility  
for their learning. (AF)

Know and understand how to assess  
the relevant subject and curriculum  
areas, including statutory assessment  
requirements and making use of  
formative and summative  
assessment to secure pupils'  
progress. (AF & I)

Experience of using relevant data to  
monitor progress, set challenging  
targets, and plan subsequent  
lessons. (AF & I)

Experience of using differentiation  
effectively and appropriately, using  
approaches which can be taught  
effectively (AF & I)

Evidence how home work and other  
out of class activities can extend the  
knowledge and understanding pupils  
have acquired (AF)

Experience of deploying support staff  
effectively to enhance the learning of  
pupils. (AF)

<b>Ability and Skills</b>	<p>Be able to inspire, motivate and challenge pupils of all backgrounds, abilities and dispositions to achieve the high expectations set for them by understanding their needs and using and evaluating distinctive teaching approaches to engage and support them (AF &amp; I).</p> <p>Be able to manage behaviour effectively, fairly and consistently using a range of strategies both in the classroom and beyond. (I &amp; LO)</p> <p>Building and maintaining good relationships with pupils rooted in mutual respect and adhering to professional boundaries.</p> <p>Demonstrate consistently the positive attitudes, values and behaviours which are expected of pupils. (AF)</p> <p>Sense of humour!</p>	<p>Highly innovative ICT Skill</p>
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This post requires satisfactory clearance of a an enhanced DBS check with barred list check