

Teacher Person Specification

	Essential	Desirable	Evidence
Training and Qualifications	Degree or equivalent with Qualified Teaching Status (unless looking to employ unqualified teacher)	Relevant further professional qualifications eg NPQML	- Application Form - Certificates
Experience	- Proven track record of good teaching which has led to high standards of pupils' learning - Successful experience of working with parents/carers - Experience of teaching in same phase of education (eg primary) - Commitment to safeguarding issues and understanding of promoting the welfare of children	- Experience of working in same Key Stage - Experience of working in more than one school (except for ECTs) - Experience of reporting to governors - Previous experience of working across classes - Experience of leading a subject (except ECTs)	- Application Form - Supporting letter of application
Knowledge and Understanding	- Good knowledge and understanding of expectations for age range - Ability to design programs of learning from the National Curriculum (without the use of purchased schemes of work) - Understand how to implement inclusive practices which demonstrate you can cater for all educational needs (including PPG) - Good understanding of effective assessment procedures, recording and reporting - Knowledge of statutory policies and procedures including safeguarding and child protection - Knowledge and experience of IT for teaching and management purposes - Good understanding on the way in which children develop and learn	- Knowledge of how data and target setting can raise standards - Up to date knowledge of current issues relating to education	- Supporting letter of application - Interview - Interview activity - References

	• Knowledge and understanding of how to promote well being • Knowledge and understanding of the wider curriculum e.g. framework for independence		
Skills	• Ability to skilfully and effectively deploy support staff • Ability to plan a series of lessons to ensure development and depth of key learning • Good behaviour management strategies • Good interpersonal and organisational skills • Creative and imaginative thinking in order to identify opportunities and anticipate problems • Good communication to a range of audiences • Excellent time management, with the ability to meet deadlines.	• Interest in developing career eg through leadership opportunities • Proven skills in effective subject leadership	• Interview • Interview activity • References
Personal Attributes	• Personal and professional commitment to the ethos and aims of the school • Support and promote the values of a Church of England school., • Positivity and resilience • Commitment to raising achievement, attainment and aspirations • Determination to ensure the success of all • Able to use initiative and solve problems • Able to reflect on own practice and identify areas of development • Calmness under pressure • Flexibility, energy and enthusiasm • Team player		• Interview • Interview activity • References