

Person Specification: Key Stage 2 Teacher

All candidates will be assessed against the following criteria:

Person Specification	
All candidates should demonstrate how well their qualifications and experience, personal qualities, skills, professional knowledge, understanding and knowledge of safeguarding meet the requirements of the person specification.	

Qualifications and experience		Essential (E) Desirable (D)	Application (A) Interview (I) Reference (R)
Candidates should have and be able to evidence:			
1.	Degree	E	A
2.	Qualified Teacher Status (QTS)	E	A
3.	At least 2 years' experience of teaching	D	A
4.	Evidence of recent, appropriate CPD	E	A
5.	Experience of working in Key Stage Two	E	A/I
6.	Evidence of working successfully with other education partners and providers	D	A/I

Personal Qualities		Essential (E) Desirable (D)	Application (A) Interview (I) Reference (R)
Candidates should:			
1.	Demonstrate a passion for teaching and learning	E	A/I/R
2.	Communicate effectively both orally and in writing with a range of audiences	E	A/I/R
3.	Develop positive relationships with pupils, staff, parents, governors and members of the local community	E	A/I/R
4.	Demonstrate the capacity to be reflective, flexible and adaptable	E	A/I/R
5.	Demonstrate excellent interpersonal skills	E	A/I/R
6.	Have a positive, enthusiastic outlook, embracing innovation and creativity	E	A/I/R
7.	Show resilience, perseverance and optimism in the face of difficulties and challenges	E	A/I/R
8.	Lead by example with integrity, clarity and purpose	E	A/I/R
9.	Demonstrate a commitment to the continuing professional development of self and others within the school	E	A/I/R

Skills		Essential (E) Desirable (D)	Application (A) Interview (I) Reference (R)
Candidates should be able to:			
1.	Analyse and interpret data accurately to monitor pupil progress	E	A/I/R
2.	Plan effectively and set challenging targets for improvement	E	A/I/R
3.	Manage change successfully	E	A/I/R
4.	Demonstrate commitment to the aims of all through school, including its curriculum.	E	A/I/R
5.	Assess, monitor and self-evaluate the quality of teaching and learning, taking appropriate next steps for improvement	E	A/I/R
6.	Work effectively with parents and the community	E	A/I/R
7.	Work in collaboration with other schools, fellow professionals and external organisations to improve outcomes for all children	E	A/I/R
8.	Demonstrate excellent organisational skills, prioritising and managing time well under pressure and in order to meet deadlines	E	A/I/R
9.	Work collaboratively with colleagues supporting the work of school teams	E	A/I/R
10.	Manage resources efficiently	E	A/I/R

Professional knowledge and understanding		Essential (E) Desirable (D)	Application (A) Interview (I) Reference (R)
Candidates should:			
1.	Be committed to securing equality of opportunity throughout the school	E	A/I/R
2.	Maintain a secure understanding of national policy, curriculum developments and the statutory and legal framework within education professionals operate, including the new Education Inspection Framework	E	A/I/R
3.	Demonstrate knowledge of what constitutes good and outstanding teaching as well as a secure understanding of how pupils learn and the impact of a high-quality curriculum	E	A/I/R
4.	Demonstrate knowledge of effective assessment for learning practices including an understanding of the impact of excellent questioning and effective feedback in all its forms on the progress of learners	E	A/I/R
5.	Demonstrate knowledge of the management of children's behaviour and attitudes to learning and the ability to put this into practice	E	A/I/R
6.	Maintain secure knowledge of effective strategies to include and meet the needs of all children, including those with SEND, the most able and those who are disadvantaged	E	A/I/R
7.	Willingness / ability to teach PE	E	A/I/R
8.	Trained in / willingness to be trained in paediatric first aid	E	A/I/R
9.	Demonstrate understanding of the use of local and national research to support school improvement	E	A/I/R

Safeguarding	Essential (E) Desirable (D)	Application (A) Interview (I) Reference (R)
Candidates should have:		
1. Knowledge of national and local safeguarding guidance	E	A/I/R
2. Experience of safeguarding and promoting the welfare of children	E	A/I/R
3. A commitment to co-operate and work with relevant agencies to protect children	E	A/I/R