



Person specification: Criteria/requirements	Assessment method	Essential	Desirable
1. Education and training			
a) Qualified teacher status	A/C	√	
b) Evidence or participation in recent professional development/courses/middle leadership	A/I/C		√
c) Is active in engaging in continuous professional learning	A/I	√	
2. Experience			
a) Experience of working with children across Key Stage 2	A/I/C	√	
b) Positive experience of using a range of teaching strategies designed to meet the needs of all children.	A/I/C	√	
c) Experience of working in Year 6 and KS2 SATs	A/I		√
3. Knowledge/skills and abilities			
a) Ability to establish and appropriate, positive class ethos and learning environment which promotes good relationships and high pupil achievement and learning behaviours.	A/I	√	
b) An excellent classroom practitioner with the ability to meet planning, recording and reporting requirements for individual, small groups and the whole class.	A/I/O	√	
c) Understand the national curriculum	A/I	√	
d) Ability to work in partnership with parents and professionals to achieve positive outcomes in and out of school.	A/I	√	
e) Ability to communicate effectively orally and in writing with children, colleagues, parents and other professionals.	A/I	√	
f) Ability to plan for and successfully work with support staff.	A/I	√	
g) Effective organisational skills	A/I/O	√	
h) Ability to effectively manage at least one curriculum area.	A/I		√
i) Ability to actively engage in curriculum development work	A/I/O		√
j) Using ICT in the classroom to support learning	A/I	√	
k) Be able to give and receive feedback	A/I	√	
l) Ability to maintain and use appropriate and efficient assessment / record keeping systems to improve learning	A/I	√	
m) Understand importance of effective record keeping / target setting	A/I	√	
n) Understanding of the need to work and adhere to the Teacher's Standards	A/I	√	
4. Safeguarding			
a) Ability to form and maintain appropriate relationships and personal boundaries with children, colleagues and parents.	A/I	√	
b) Ensure current skills and knowledge are kept up to date regarding the safeguarding of children.	A/I	√	
5. Personal Qualities			
a) Approachable and a good listener	A/I	√	
b) Well-developed interpersonal skills	A/I	√	
c) Values people and possesses trust and integrity	A/I	√	
d) Motivated self-starter	A/I	√	
e) Enthusiastic	A/I	√	
f) Commitment to seeing things through	A/I	√	



g) Sense of humour	A/I	√	
6. Other job specific arrangements			
a) Willingness to take on extra responsibilities in a small school.	A/I	√	
b) To have a clear understanding of confidentiality.	A/I	√	
c) Willingness to support the school at wider school events and activities	A/I	√	
d) Commitment to Special Educational Needs and meeting all learners needs	A/I	√	

A = Application

I = Interview

O = Other (reference or teaching observation)

C = Checked