

**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 NQTs) * Experience of reporting to governors * Previous experience of working across classes * Experience of leading a subject (except NQTs) | * 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 and understanding of how to promote well being * Knowledge and understanding of the wider curriculum e.g. framework for independence | * Knowledge of how data and target setting can raise standards * Up to date knowledge of current issues relating to education * Knowledge of SATS | * Supporting letter of application * Interview * Interview activity * References |
| **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 |