

**Teacher Person Specification**

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|  | **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
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| **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
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| **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
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| **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
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| **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
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