



Penn Wood Primary and Nursery School

‘Better Never Stops: Community, Kindness, Respect, Excellence’

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| Post Title: | Teacher (MPS) |
| School: | Penn Wood Primary and Nursery School |
| Salary and Grade: | Main Pay Scale with Fringe |
| Line Management: | Senior Leadership Team |
| Hours of Work: | As per STPCD |

Person Specification

Essential Criteria:

| Qualifications & Training: | | |
|----------------------------|---|------------------------------|
| QT1 | Qualified Teacher Status (QTS). | <i>Application</i> |
| Experience: | | |
| E1 | Experience of working in Early Years or primary education. | <i>Application</i> |
| E2 | Experience of supporting pupils with additional learning needs, including Special Educational Needs and Disabilities (SEND), emotional or social challenges and/or English as an additional language (EAL). | <i>Application Interview</i> |
| E3 | Experience of supporting pupils to access and engage with the primary curriculum, including learning strategies which stretch and challenge all pupils. | <i>Application Interview</i> |
| Skills & Abilities: | | |
| S1 | Ability to identify the key elements of excellent teaching, demonstrating awareness of its impact. | <i>Interview</i> |
| S2 | Ability to reflect on their own teaching, making changes to improve their own teaching. | <i>Interview Task</i> |
| S3 | Strong classroom management skills which create a positive and productive learning environment. | <i>Application Interview</i> |
| S4 | Use of modelling, facilitating and giving effective feedback to support high-quality learning. | <i>Application Interview</i> |
| S5 | Skills of adaptive teaching, scaffolding and supporting to meet the diverse needs of pupils. | <i>Application Interview</i> |
| S6 | Strong written communication skills. | <i>Application Task</i> |
| S7 | Ability to form good professional relationships and effective with pupils, parents, and colleagues. | <i>Application Interview</i> |
| S8 | Ability to use technology to enhance teaching and learning. | <i>Application Interview</i> |

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| S9 | Strong organisational and time-management skills, with the ability to manage and prioritise tasks in a busy classroom environment. | <i>Application Task</i> |
| S10 | Commitment to consistent, fair and positive management of behaviour, offering clear guidance, and providing structure so that pupils experience predictable responses and feel safe and secure. | <i>Application Interview Task</i> |
| Knowledge: | | |
| K1 | Sound knowledge of the National Curriculum and/or Early Years Curriculum, current educational research and best practices. | <i>Application</i> |
| K2 | Knowledge of a range of teaching strategies to facilitate quality learning and support pupils' progress. | <i>Application Interview</i> |
| K3 | Knowledge of safeguarding and child protection practices and the importance of these. | <i>Application Interview</i> |
| Personal Attributes: | | |
| P1 | Synergy with the vision and values of the school and a commitment to the wider school community. | <i>Application Interview</i> |
| P2 | Ability to work effectively, as part of a team, in a fast-paced school environment with high expectations. | <i>Interview</i> |
| P3 | Strong classroom management skills which create a positive and productive learning environment. | <i>Application Interview</i> |
| P4 | Ability to maintain confidentiality and handle sensitive information appropriately. | <i>Application Interview</i> |
| P5 | A deep commitment to personal professional learning and development and engagement in methods to enhance their own practice. | <i>Application Interview</i> |

Desirable Criteria:

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| Qualifications & Training: | | |
| DQT1 | Evidence of advanced study or specific qualifications related to the effective delivery of the primary curriculum. | <i>Application</i> |
| DQT2 | Additional language skills, particularly if the school has a diverse EAL population. | <i>Application</i> |
| Experience: | | |
| DE1 | Experience of teaching across multiple phases (Early Years, Key stage One and Key Stage Two). | <i>Application</i> |
| DE2 | Experience of extensive work with pupils with additional needs (EAL, SEND). | <i>Application Interview</i> |
| Skills & Abilities: | | |
| DS1 | Ability and willingness to contribute to the leadership of a curriculum area within the school (post-ECT only). | <i>Interview</i> |