



St Joseph's RC Academy
Person Specification

| Attributes | Essential | Desirable | How identified | Score 1 - 5 |
|------------------------------------|--|---|---|-------------|
| Qualifications and training | <ul style="list-style-type: none"> -DfE recognised Qualified teacher status -CCRS certificate or a commitment to obtaining this -Evidence of appropriate ongoing professional development | <ul style="list-style-type: none"> -Ongoing professional development linked to Early reading and KS1 teaching and learning. -Inset in recent educational initiatives. | Application | |
| Experience | <ul style="list-style-type: none"> -Evidence of teaching in KS1, demonstrating successful and effective teaching. -Evidence of high expectations of children's learning and behaviour. -Good understanding of the importance of the learning environment, behaviours for learning and a range of strategies to cater for all needs. | <ul style="list-style-type: none"> -Evidence of successful teaching in a range of classes across Early Years, KS1 and KS2. -Evidence of successful teaching in a mixed age setting -Experience of curriculum leadership and whole school development of that subject -A proven contribution to school improvement or development -A commitment to continuous self-evaluation and improvement. -Working with other professionals to support children | <ul style="list-style-type: none"> -Observation -Application -Interview -References | |
| Knowledge and Understanding | <ul style="list-style-type: none"> -Working knowledge of recent developments in education. | <ul style="list-style-type: none"> -Experience of assessment and -Working knowledge of EYFS profile. | <ul style="list-style-type: none"> -Application -Interview | |

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| | <ul style="list-style-type: none"> -Working knowledge of National Curriculum expectations in KS1. -Working knowledge of the Year 1 phonics screening check. -Working knowledge of the end of KS1 expectations. -Ability to create an attractive, effective learning environment. -Understanding of assessment procedures and end of key stage expectations. | <ul style="list-style-type: none"> Working knowledge of Ruth Miskin's RWI phonics. Working knowledge of the Mastery approach to Maths. | -References | |
| Personal Qualities / Skills and Abilities | <ul style="list-style-type: none"> -Ability and commitment to safeguard pupils. -Ability to communicate well orally and in writing with pupils, parents, staff and trustees, in particular the teacher with whom you will share classes. -Be a model of professional excellence with an ability to work as an effective part of a team, relating well to colleagues, pupils, parents and trustees. -Ability to demonstrate high standards of classroom practice, including good behaviour management, especially behaviour for learning and good use of ICT to support learning. -Understanding of and commitment to Assessment for Learning -Ability to demonstrate high standards of classroom management and organisation. -Ability to use initiative and to prioritise. | <ul style="list-style-type: none"> -The ability to write, implement and review SMART targets for high quality individual education plans. -The ability to adapt to change positively and use new initiatives to improve the quality of teaching and learning within you own practise and beyond. -Be prepared to participate in an extra-curricular activity. | <ul style="list-style-type: none"> -Observation -Application -Interview -References | |

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| | <ul style="list-style-type: none"> -Ability to think logically in order to solve problems. -Ability to produce accurate work whilst working to deadlines. -Ability to manage time effectively. -To be self-motivated, adaptable and flexible, demonstrating ambition and career progression aspirations -A willingness to contribute to the wider life of the school. | | | |
| Other | <ul style="list-style-type: none"> -A commitment to equality and diversity -A commitment to health and safety | | <ul style="list-style-type: none"> -Observation -Application -Interview -References | |
| Confidential References | -A positive recommendation from all referees, including current employer. | | -References | |