

PERSON SPECIFICATION FOR NQT/MPR/ UPR POSITION- April 2023

It is expected that evidence of meeting these criteria will be gathered from scrutinising the candidate's application and observing the various aspects of the interview process. A task will also be set to assess the candidate's suitability for this position.

Colmore Junior School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

	Essential	Desirable
Qualifications	Qualified Teacher Status	
Experience	Proven record of excellent practice in the classroom Successful teaching experience in KS2 or KS1 or evidence of successful teaching practice experiences	Experience of teaching across a range of year groups
Professional Development	Strong evidence that you are working successfully to meet teaching standards or equivalent Ability to evaluate own practice and take appropriate action when needed	Self-directed CPD addressing development needs
Teaching and Learning	Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils A secure understanding of the wider curriculum and celebrate the importance of a broad and balanced curriculum Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management	Working knowledge of statutory requirements relating to the curriculum and assessment Experience of moving the learning of the most vulnerable pupils forward at an accelerated pace
Accountability	Responsible for the standards within own class and across the year group (with support) or NQT equivalent	
Skills, Qualities and Abilities	High expectations of pupils' learning and progress Strong commitment to school improvement and raising achievement for all Ability to build and maintain good relationships with all stakeholders Ability to remain positive and enthusiastic when working under pressure and have a good sense of humour Ability to organise work, prioritise tasks, make decisions and manage time effectively Excellent communication skills Confident but highly emotionally intelligent	Wide range of interests Experiences outside of teaching P.E background or interest
CONTRA INDICATIONS	Criminal convictions including offences against children Inability to provide suitable references Unsuccessful DBS clearance	

Safer Recruitment Statement- Colmore Junior School



Colmore Junior is committed to the safeguarding and welfare of all of the pupils at school and expects all staff to share this commitment.

Our school has a Designated Safeguarding Lead (DSL) who monitors child protection issues and as a point of reference for all stakeholders. In addition, all staff undergo regular training (annually) and receive monthly newsletters relating to relevant safeguarding matters.

Colmore expects all adults to work to educate children to keep themselves safe and to identify those children who may be vulnerable to abuse. When recruiting new members of staff, it will follow strict guidelines to ensure that any new appointment is suitable. For all candidates who are shortlisted:

Colmore Junior **will** receive at least **two** written references from the current or most recent employment (applicable to all those working with children).

- References will be required prior to attendance at the interview with any issues arising will be explored following the interview.
- Candidates will be asked to complete an on-line Disclosure and Barring Service (DBS) application and a Childcare (Disqualification) Regulation 2009 declaration form.

At the interview there will be questions relating to a candidate's suitability to work with children.

Any offer of a position at Colmore Junior School is made conditional on receiving:

- A satisfactory DBS disclosure (enhanced)
- At least two satisfactory references
- Verification of the candidate's identity and 'Right to Work' in the UK
- A check against vetting and barring list
- Verification of the candidate's medical fitness
- A satisfactory determination relative to the Childcare (Disqualification) Regulations 2009
- Evidence of suitable qualifications:
 - Professional status
 - Successful completion of Induction Period (for those who gained QTS after 7 May 1999)

Please note: providing false information is an offence and will be reported.

This post is exempt from the Rehabilitation of Offenders Act and, therefore, convictions are never spent.

January 2023