



## Person Specification: Teacher

TEACHER: PERSON SPECIFICATION				
Attributes	Essential	How tested	Desirable	How tested
<b>Qualifications/ Training</b>				
Education	Qualified teacher status.	AF	Postgraduate courses. A degree or equivalent. Higher degree qualification.	AF
Professional Development	Evidence of participation in INSET.	AF		
<b>Experience</b>				
Teaching	Teaching experience in primary age phase.	AF	Experience of teaching for more than 1 year. Experience of teaching in EYFS/ KS1.	AF
Leadership and Management Responsibility	Successfully managed classroom support and volunteers.	AF	Experience in leading staff training. Experience of curriculum subject leadership.	AF
Resources	Experience of managing and co-ordinating support staff. Experience of managing teaching resources.	AF/1	Experience of developing IT systems for resource management.	AF/I

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<b>Knowledge and Understanding</b>				
National Framework	Awareness of current developments in education and the implications of these.	AF/I  AF/I	Experience of an OFSTED inspection and its follow up.	AF/I
Teaching and Learning	<p>Practical understanding of up-to-date pedagogy. Practical understanding effective teaching and evaluation strategies.</p> <p>Understanding of actions to be taken to promote inclusion and prepare pupils to live in a culturally diverse society.</p> <p>Understanding of Spiritual, Moral Social and Cultural development.</p> <p>Demonstrate outstanding teaching practice.</p>	<p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>I</p>	<p>Experience of monitoring and evaluating teaching, learning, planning and assessment.</p> <p>Experience of implementing strategies to promote racial harmony and understanding, and deliver SMSC development.</p> <p>Experience of disseminating teaching practice to other colleagues</p>	<p>AF/I</p> <p>AF/I</p>
Standards	<p>Understand characteristics of an effective school.</p> <p>Demonstrate strategies for raising pupil achievement and managing behaviour.</p> <p>Understanding of how to set targets and track pupils.</p>	<p>AF/I</p> <p>AF/I</p> <p>AF/I</p>	<p>Involvement in school improvement work</p> <p>Knowledge of the SEND Code of Practice and Equalities Duty. Experience of analysing and interpreting school data.</p>	AF/I
National Curriculum	Understand the planning of the National Curriculum, including assessment, recording and reporting.	AF/I	Experience of leading a curriculum subject across the age range of the primary school.	AF/I
Parents and Community	<p>Understanding of the role which can be played by parents and the community in raising standards.</p> <p>Understand the importance of involving parents in their child's education.</p>	AF/I	Experience of working directly with parents to raise standards and involvement with the local community.	AF/I
Governance	Awareness of the role of Governors.	AF/I	First hand experience of work with Governors. Experience of being a staff governor.	AF/I

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Skills				
Management	Experience of effective management of children and staff within a classroom setting.	AF/I	Played a role in implementing a School Development Plan or Action Plan.	AF/I
Relationships	Able to establish and develop good relationships with all involved in the school.	I	Commitment to the school's wider community, other educational establishments, LA and Diocese.	I
Interpersonal and communication skills	Positive and energetic approach to work.	AF/I	Competent in the use of ICT.	AF/I
	Ability to communicate effectively in writing and orally.	AF/I	Able to deal sensitively with people to resolve conflicts.	
	Flexible and approachable.	I		
	Resilient under pressure.	AF/I		
Attitudes				
Education Philosophy	A commitment to raising achievement through partnership with parents and staff.	I	Some understanding of the way schools can promote values and a moral code.	AF/I
	A determination to progress school improvement and a desire to ensure the best learning takes place with accelerated progress.	I	An understanding and appreciation of the value of the school ethos. Understanding of Christian ethos.	I
	A willingness to develop the school's Christian ethos.	I		AF/I
Staff Development	Committed to the development of all teaching and non-teaching staff in designated areas of responsibility.	I	Played a leading role in establishing a staff development programme in a specified area of responsibility.	AF/I
Equal Opportunities	Commitment to equality of opportunity. Commitment to race and gender equality and social inclusion.	I	Understanding of the need to promote positive role models.	AF/I

AF = Application Form

I = Interview and other activities