

## Person Specification

| Skills, expertise, knowledge | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Desirable                                                                                                                                                              | Identified by                                                                                                                                      |
|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| Qualifications               | <ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Enhanced CRB/DBS disclosure (completed on appointment)</li> <li>• Proven suitability to work with children and young people</li> </ul>                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Evidence of commitment to personal and professional development</li> </ul>                                                    | <ul style="list-style-type: none"> <li>• Application, certificates</li> </ul>                                                                      |
| Experience                   | <ul style="list-style-type: none"> <li>• NQT or RQT teacher</li> <li>• Good or better teaching performance at KS2</li> <li>• Experience of teaching all National Curriculum subjects</li> <li>• Providing appropriately for SEN and more able pupils</li> </ul>                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>• Child Protection</li> <li>• Teaching mixed age class</li> <li>• Understanding of medical conditions and management</li> </ul> | <ul style="list-style-type: none"> <li>• Application /interview</li> <li>• Reference</li> </ul>                                                    |
| Philosophy                   | <ul style="list-style-type: none"> <li>• Passionate about children's emotional wellbeing</li> <li>• Commitment to raising standards for all</li> <li>• A positive approach, encouraging pride in all aspects of school life</li> <li>• Commitment to learning about learning</li> <li>• Commitment to developing independence and creativity</li> <li>• Commitment cross-curricular working</li> </ul>                                                                                                  |                                                                                                                                                                        | <ul style="list-style-type: none"> <li>• Application</li> <li>• Reference</li> <li>• Application/ reference</li> </ul>                             |
| Curriculum                   | <ul style="list-style-type: none"> <li>• Knowledge and understanding of the National Curriculum</li> <li>• Understanding of how children learn</li> <li>• Experience of target setting (group and individual)</li> <li>• Experience of formative and summative assessment</li> </ul>                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>• Able to offer extra-curricular activities</li> <li>• Ability to develop children's emotional literacy</li> </ul>              | <ul style="list-style-type: none"> <li>• Application/ letter</li> <li>• Interview</li> <li>• Reference</li> <li>• Classroom observation</li> </ul> |
| Personal Qualities           | <ul style="list-style-type: none"> <li>• Ability to communicate clearly with a variety of people</li> <li>• Positive enthusiastic attitude</li> <li>• Ability to prioritise and meet deadlines</li> <li>• Ability to work on own initiative and motivate others (children &amp; adults)</li> <li>• Ability to form caring and positive relationships with children and adults</li> <li>• Ability to plan, review and evaluate</li> <li>• A flexible approach</li> <li>• A good 'team player'</li> </ul> | <ul style="list-style-type: none"> <li>• Sense of humour</li> <li>• Interests and hobbies outside school</li> <li>• Ability to play an instrument</li> </ul>           | <ul style="list-style-type: none"> <li>• Interview</li> <li>• Reference</li> <li>• Application/ letter</li> </ul>                                  |
| Special Working conditions   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>• Current driving licence</li> </ul>                                                                                            | <ul style="list-style-type: none"> <li>• Application</li> </ul>                                                                                    |