



Penn Wood Primary and Nursery School
'Better Never Stops: Community, Kindness, Respect, Excellence'
Penn Road, Slough Berkshire, SL2 1PH
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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>

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:

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>