



**SIGMA TRUST**  
**Person Specification**

# Teacher

| Qualifications & Experience   | Essential | Desirable | MOA*  |
|---|-----------|-----------|-------|
| <ul style="list-style-type: none"> <li>Qualified Teacher Status in the UK</li> </ul>  | ✓         |           | Q     |
| <ul style="list-style-type: none"> <li>Successful teaching experience</li> </ul>  | ✓         |           | R/I   |
| <ul style="list-style-type: none"> <li>Evidence of recent and appropriate professional development</li> </ul>   | ✓         |           | Q/R/I |
| Skills and Knowledge  | Essential | Desirable | MOA*  |
| <ul style="list-style-type: none"> <li>Commitment to the safeguarding of children and following relevant policies</li> </ul>                                | ✓         |           | A/R/I |
| <ul style="list-style-type: none"> <li>Knowledge of a range of teaching and learning strategies</li> </ul>  | ✓         |           | A/R/I |
| <ul style="list-style-type: none"> <li>Ability to make and maintain professional and supportive relationships with children</li> </ul>                      | ✓         |           | A/R/I |
| <ul style="list-style-type: none"> <li>Thorough knowledge and understanding of the National Curriculum</li> </ul>   | ✓         |           | A/R/I |
| <ul style="list-style-type: none"> <li>Ability to plan, prepare and deliver effective lessons for a range of abilities</li> </ul>                           | ✓         |           | R/I   |
| <ul style="list-style-type: none"> <li>Understanding and implementation of a range of positive behaviour management strategies</li> </ul>                   | ✓         |           | A/R/I |
| <ul style="list-style-type: none"> <li>Experience of giving children feedback that moves their learning on and supports their progress</li> </ul>           | ✓         |           | A/R/I |
| <ul style="list-style-type: none"> <li>Experience of working in partnership with parents</li> </ul>   | ✓         |           | A/R/I |
| <ul style="list-style-type: none"> <li>Evidence of positive working relationships with colleagues</li> </ul>  | ✓         |           | A/R/I |
| <ul style="list-style-type: none"> <li>Experience of, or interest in, leading a curriculum subject within the school</li> </ul>                             |           | ✓         | A/R/I |
| <ul style="list-style-type: none"> <li>Experience of working with children in receipt of pupil premium funding or from disadvantaged backgrounds</li> </ul> |           | ✓         | A/R/I |
| Personal  | Essential | Desirable | MOA*  |
| <ul style="list-style-type: none"> <li>High expectations of self and others</li> </ul>  | ✓         |           | A/R/I |
| <ul style="list-style-type: none"> <li>Ability to prioritise time effectively and work to deadlines</li> </ul>  | ✓         |           | A/R/I |
| <ul style="list-style-type: none"> <li>Able to work well individually and within a team</li> </ul>  | ✓         |           | A/R/I |
| <ul style="list-style-type: none"> <li>Self-motivated and able to work on initiative</li> </ul>   | ✓         |           | A/R/I |
| <ul style="list-style-type: none"> <li>Approachable and flexible</li> </ul>   | ✓         |           | A/R/I |

|  |   |  |       |
|--|---|--|-------|
| • High expectations of self and others | ✓ |  | A/R/I |
|--|---|--|-------|

**Method of Assessment (MOA) Key:**

**A=Application; I=Interview; R=Reference Q=Qualifications T=Task**

# GREATER THAN THE SUM OF ITS PARTS

## **Safeguarding Responsibilities**

- Demonstrate a commitment to keeping children and young people safe
- Report any disclosure made to you to the appropriate person
- Report any safeguarding concerns in the workplace to the appropriate person
- Maintain an awareness of the Trust policies in relation to safeguarding

The Sigma Trust is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to safer recruitment process, including the disclosure of criminal records, online checks and other vetting checks. We ensure that we have a range of policies in place which promote safeguarding and safer working practice across our schools.