

Learning Trust

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### PERSON SPECIFICATION: TEACHER – KEY STAGE 1

#### MINIMUM ESSENTIAL REQUIREMENTS

(The ordering of these statements is not significant)

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| **Selection Criteria** | **Method of Assessment** | **Essential** |
| Each of the skills listed below should be considered within the context of equality issues, embracing race, gender, disability, poverty and individual educational needs. | | |
| 1. Experience | | |
| * 1. To be a qualified teacher | Application Form | ✔ |
| * 1. To have had experience of teaching children in primary in an urban setting | Application form/Interview | ✔ |
| * 1. To be able to demonstrate a track record of outstanding teaching from observation feedback | Application form/Interview | ✔ |
| 1. Professional abilities, knowledge and understanding | | |
| 2.1  2.1 The ability to create a purposeful, orderly, supportive and stimulating environment for pupils’ learning | Application form/Interview | ✔ |
| 2.2 The ability to match teaching to children’s individual needs so that one’s own pupils’ time is used effectively | Application form/Interview | ✔ |
| 2.3 The ability to use a variety of teaching styles including whole class, group and individual approaches in which clear targets are set for pupils’ learning | Application form/Interview | ✔ |
| 2.4 The ability to identify and provide for pupils with individual educational needs through the application of Individual Education Plans | Application form/Interview | ✔ |
| 2.5 The ability to establish and maintain consistent high expectations of pupil behaviour through well focused and well-paced teaching | Application form/Interview | ✔ |
| 2.6 The ability to establish effective working relationships with colleagues, involving support staff in the management of learning | Application form/Interview | ✔ |
| 2.7 The ability to pro-actively communicate and work with parents and carers | Application form/Interview | ✔ |
| 3. The curriculum: **To be able to teach effectively and to ensure continuity by:-** | | |
| 3.1 Knowledge of current up to date approaches and curriculum specified for KS2 children. | Application form/Interview | ✔ |
| 3.2 Planning, delivering and assess learning activities to inform future planning. | Interview | ✔ |
| 3.3 The assessment, recording and reporting of pupils against both teacher and attainment targets. | Application form/Interview | ✔ |
| 3.4 Knowledge of computing and good IT skills relating to class teaching. | Application form | ✔ |
| **Personal qualities:** Developing appropriate social values and standards through one’s own personal and professional conduct | | |
| 4.1 Tact and diplomacy in all interpersonal relationships with the public, pupils and colleagues at work | Interview | ✔ |
| 4.2 Self-motivation and personal drive to complete tasks to the required timescales and quality standards | Application form/Interview | ✔ |
| 4.3 The flexibility to adapt to changing workloads, demands and new school challenges | Application form/Interview | ✔ |
| 4.4 Personal commitment to ensure that services are equally accessible and appropriate to meet the diverse needs of pupils | Application form/Interview | ✔ |
| 4.5 Personal commitment to continuous self-development | Application form/Interview | ✔ |
| 4.6 Personal commitment to the school’s professional standards, including dress code as appropriate | Interview | ✔ |
| 4.7 Good communication skills with excellent written English. | Application Form | ✔ |
| 4.8 Good interpersonal skills with the ability to enthuse and motivate others, develop effective partnerships and be a team player. | Interview | ✔ |
| 4.9 Exploiting opportunities to develop the personal, social and cultural development of pupils | Application Form | ✔ |
| 5. Special knowledge | | |
| 5.1 Understanding of learning, social and pastoral needs of pupils | Application form/Interview | ✔ |
| 5.2 Awareness and understanding of the various cultures represented in urban areas | Application form/Interview | ✔ |
| 5.3 Awareness and understanding of the principles of equal opportunities | Application form/Interview | ✔ |
| 6. References | | |
| 6.1 Positive recommendation(s) in 2 professional references |  | ✔ |
| 6.2 DBS clearance/no adverse outcomes from the DBS check |  | ✔ |