

Teacher – Main Scale PERSON SPECIFICATION

Assessment focus: - blue shading

- 1 Written application 2 Documentary evidence 3 Interview process 4 References

EDUCATION AND PROFESSIONAL QUALIFICATIONS	Essential/Desirable	Assessment focus			
		1	2	3	4
Degree	Essential				
Higher level degree in relevant area.	Essential				
Qualified Teacher status	Desirable				
Other qualifications/CPD specific to primary school teaching	Desirable				

EXPERIENCE AND SKILLS					
Excellent interpersonal, communication and organisational skills	Essential				
Excellent teaching skills which promote children’s learning.	Essential				
Positive attitudes and high expectations.	Essential				
Ability to motivate children to do their best.	Essential				
Ability to be a very effective teacher of children with EAL and SEND.	Essential				
Very good behaviour management.	Desirable				
Good awareness of inclusion and equalities issues.	Essential				
Confident ICT skills	Essential				
Evidence of outstanding teaching	Desirable				
Successful experience of teaching in a multilingual, multi-faith school	Desirable				
Ability to speak a community language: Arabic, Bengali, Gujarati, Hindi, Punjabi, Somali or Urdu	Desirable				
Ability to show evidence of impacting positively on children’s progress.	Desirable				
Evidence of outstanding teaching of teaching phonics	Desirable				
Ability to teach across the primary curriculum	Desirable				

WORKING WITH CHILDREN					
An ability to be a personal role model of professionalism, having high expectations of self and others	Essential				
To uphold and model our school values in particular “achievement for all”	Essential				
Ability and willingness to implement the school’s policies and procedures associated with managing pupils’ behaviour	Essential				
Ability and willingness to implement the school’s policies and procedures associated with teaching and learning	Essential				
Be able to plan and deliver lessons that motivate, inspire and challenge children of all abilities to want to learn	Essential				
Ability to mark work and provide pupils with feedback to move their learning forward	Essential				
Experience of assessing, tracking and monitoring pupils’ progress	Desirable				
Experience of differentiation to meet the needs of all children including the more able and those with SEND	Desirable				

WORKING WITH OTHERS

Effectively guide and manage the work of a teaching assistant	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Be able to effectively operate as part of a team	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to develop and maintain positive relationships with children and adults	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

OTHER

Commitment to equality of opportunity and support for bilingual learners.	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good organisation and ability to meet deadlines.	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enhanced DBS	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Excellent attendance, punctuality and health record	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal commitment to professional development	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of child safeguarding procedures	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>