**The Hill and Village Federation**

**Person specification and criteria for selection for the post of temporary KS2 teacher**

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| **category** | **essential** | **desirable** | **how criteria will be assessed** |
| **application** | * Fully supported by two references * Well-structured handwritten supporting letter | * Evidence of positive impact on standards and learning | 1. Application Form 2. References |
| **qualifications** | * Qualified Teacher status | * Either evidence of further study - this could be ongoing and/or Further Professional Qualifications | 1. Application Form |
| **experience** | * Experience of successful and co-operative working as a member of a team * Recent experience in KS2 – within the last 2 years * Ability to demonstrate a high standard in classroom practice * Experience of planning for a wide range of abilities | * Experience at curriculum leadership level within a primary school * Experience of teaching children in both key stages | 1. Application Form 2. References 3. Interview |
| **professional development** | * Evidence of CPD in last two years which shows the development of an understanding of curriculum issues * Evidence of subject leadership | * Experience of supporting other staff in school i.e. through staff meetings or at other times | 1. Application Form 2. References 3. Interview |
| **skills** | * Dynamic classroom delivery * Experience of analysing and evaluating internal data in order to accurately plan for pupils in class * To make effective use of marking to correct misconceptions and to move children’s learning on * Ability to communicate effectively with all stakeholders – children, staff, parents, governors, the wider community * Evidence of effective behaviour management skills * Creativity – the ability to teach key skills through a creative curriculum |  | 1. Application Form 2. References 3. Interview |
| **special knowledge** | * A good understanding of the needs of all pupils in order to ‘close the gap’ in learning * A good working knowledge of the structure and content of the primary curriculum * A sound knowledge of ICT * Good understanding of safe-guarding/e-safety | * Experience of teaching computer programming using programmes like Scratch. | 1. Application Form 2. References 3. Interview |
| **personal attributes** | * The ability to provide a stimulating environment and be both innovative and creative in your approach to teaching * The be able to initiate and lead change * The ability to build and sustain effective working relationships with staff, governors, parents and the wider community * Flexibility and adaptability – the ability to work effectively both individually and as part of a team. * A desire to undertake further training and lead subject areas * A good sense of humour |  | 1. Application Form 2. References 3. Interview |