

### PERSON SPECIFICATION

**POST TITLE:** Teacher (Ridgeway Primary Academy)

**GRADE:** MPS/UPS

#### **[A] TRAINING AND QUALIFICATIONS**

|  | Essential | Desirable | Source<br>A- application<br>I - interview<br>R – references<br>T - Task |
|--|-----------|-----------|---|
| Qualified teacher status                     | ✓         |           | A   |
| Degree                                       | ✓         |           | A   |
| Higher degree                                |           | ✓         | A   |
| Further evidence of professional development |           | ✓         | A   |

#### **[B] EXPERIENCE OF TEACHING AND SCHOOL MANAGEMENT**

|   | Essential | Desirable |    |
|---|-----------|-----------|----|
| Teaching experience in a Primary School environment   |           | ✓         | AR |
| The ability to demonstrate high standards of classroom practise including behaviour management and behaviour for learning                         | ✓         |           | AR |
| The ability to demonstrate and understanding of effective planning, teaching and assessment to facilitate the best possible progress for children | ✓         |           | AR |
| Knowledge of teaching phonics through letters and sounds  |           | ✓         | AR |
| Evidence of at least good teaching  | ✓         |           | I  |
| Evidence of outstanding practise  | ☐         | ✓         | I  |

#### **[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING**

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the specific phase.

|   | Essential | Desirable | Source |
|---|-----------|-----------|--------|
| Pupils' educational development   | ✓         |           | IR     |
| School leadership and management  | ✓         |           | IR     |
| Curriculum and assessment, including subjects and cross curricular aspects in Early Years Foundation Stage, Key Stage 1 and Key Stage 2 | ✓         |           | IR     |
| Effective teaching and learning strategies  | ✓         |           | IR     |
| School improvement strategies   | ✓         |           | IR     |
| Local and national policies, priorities and statutory frameworks  | ✓         |           | IR     |
| Role of Academy Trust and local community   | ✓         |           | IR     |

#### **[D] PERSONAL SKILLS AND ABILITIES**

Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post:

|   | Essential                  | Desirable |       |
|---|----------------------------|-----------|-------|
| Higher order and written communication skills | ✓                          |           | I,T,R |
| Outstanding Interpersonal skills              | ✓                          |           | I,R   |
| Ability to motivate and enthuse others        | ✓                          |           | I,R   |
| Knowledge and use of ICT                      | ✓                          |           | I,T,R |
| Excellent organisational skills               | ✓ <input type="checkbox"/> |           |       |

#### **[E] OTHER REQUIREMENTS**

Applications forms should be clear and concise, should be complete in full and should include a personal statement (within the body of the form) to address the criteria as identified in the person specification. Covering letters to be no more than one side of A4.

#### **[F] CONFIDENTIAL REFERENCES AND REPORTS**

|   | Essential |
|---|-----------|
| Two written reference(s) only:  | ✓         |
| Confirming professional & personal knowledge, skills & abilities referred to above. | ✓         |
| Positive recommendation from current employer or last employer                      | ✓         |