** Delves Lane Primary School – KS2 Teacher**

**Person Specification and Criteria for Selection**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **HOW CRITERIA WILL BE ASSESSED** |
| **APPLICATION** | * Fully comprehensive application form * In addition, a well-structured supporting letter indicating beliefs, understanding of important educational issues and outlining experience * Fully supported in reference |  | * + Application Form   + References |
| **QUALIFICATIONS** | * Qualified Teacher status * Degree * GCSE or equivalent in English and Mathematics at grade B or above * Enhanced DBS | * Evidence of continuous professional development and commitment to further professional development | * + Application Form |
| **EXPERIENCE** | * Evidence of ability to demonstrate consistently high standards of behaviour management. * Effective teaching and learning styles * Evidence of a high level of competence as a classroom teacher * Ability to demonstrate accuracy in and the importance of assessing pupil progress * Evidence of actively promoting safeguarding procedures in a school. * Ability to demonstrate high quality and effective marking and feedback. * Understanding and successful experience of teaching in Key Stage 2 * Experience of successful and co-operative team work | * Experience of Accelerated Reader * Experience of Talk 4 Writing program * Experience of White Rose Maths Materials | * + Application Form   + References   + Interview |
| **PROFESSIONAL**  **DEVELOPMENT** | * Understanding and knowledge of the curriculum. * Ability to demonstrate professional development in classroom practice, acting swiftly upon advice given. * Evidence of willingness to keep up to date with educational issues. | * Evidence of desire to further develop teaching and learning skills. * Ability and desire to lead whole school events. | * + Application Form   + References   + Interview |
| **SKILLS** | * A commitment to accelerating pupil progress and reaching challenging targets * Ability to deliver core and foundation subjects with cross-curricular teaching and learning. * Ability to respond flexibly and sensitively to the differing needs of children. * Ability to communicate effectively, both verbally and in writing. * Organisational ability and the ability to meet deadlines, prioritise and manage own time effectively. * Ability to readily establish professional relationships with all stakeholders and work as a team. * Ability to use a variety of excellent behaviour management strategies. * Evidence of ability to create a happy, challenging and effective learning environment. * Excellent subject knowledge and clear understanding of the progression of skills in English and Maths. * Evidence of contribution to extra-curricular activities and willingness to continue. * An ability to use ICT confidently to enhance children’s learning and embed cross curricular learning | * Ability to analyse and evaluate external and internal data in order to accurately assess pupil progress. * A willingness to lead and coordinate a subject, e.g. Computing | * + Application Form   + References   + Interview   + Lesson   Observation |
| **SPECIAL KNOWLEDGE** | * Detailed knowledge of the structure and content of the National Curriculum. * An understanding of the necessary assessment procedures relating to primary education. * Knowledge of the statutory requirements of legislation concerning SEND. * Knowledge of safeguarding and child protection issues. * A clear vision and understanding of the needs of Primary pupils including special needs. * Understanding and knowledge of current issues in education. | * Knowledge of Rights Respecting Schools Award | * + Application Form   + References   + Interview |
| **PERSONAL ATTRIBUTES** | * Ability to demonstrate enthusiasm and sensitivity whilst working with others * A patient, friendly, caring attitude towards pupils and parents * A positive and flexible attitude towards new situations * Effective working relationships, professional attitude and sense of humour * To create a stimulating learning environment and have an innovative approach to teaching and learning * A willingness to try a range of teaching strategies to ensure that all pupils achieve their very best * To be approachable, friendly, trustworthy * Ability to demonstrate professionalism at all times. * A willingness to be involved in the life of the school |  | * + Application Form   + References   + Interview   + Lesson   Observation |